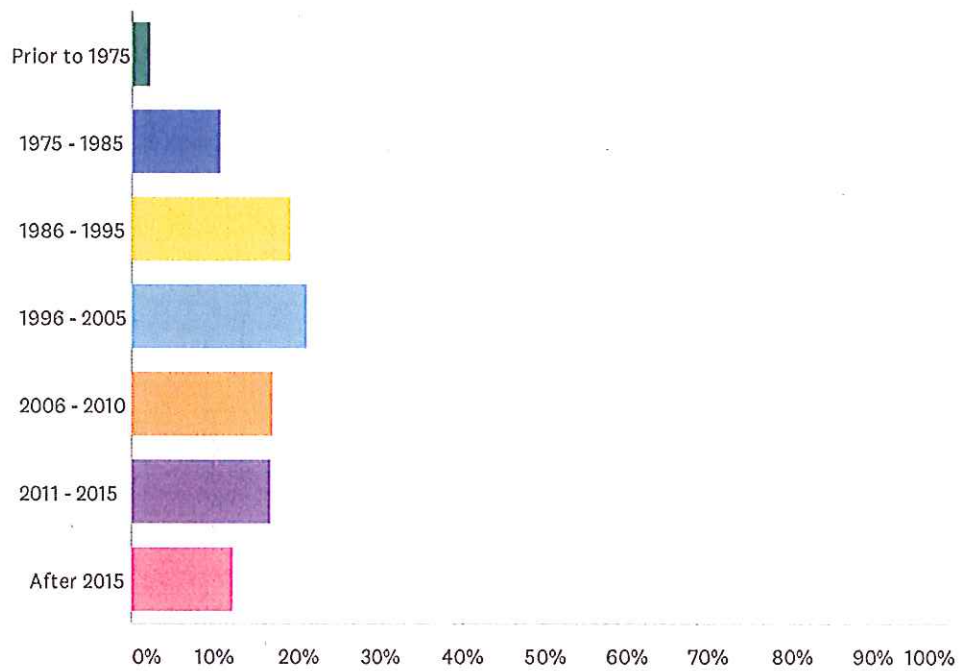


APPENDIX E

Q1 In what year were you licensed to practice law?

Answered: 958 Skipped: 0



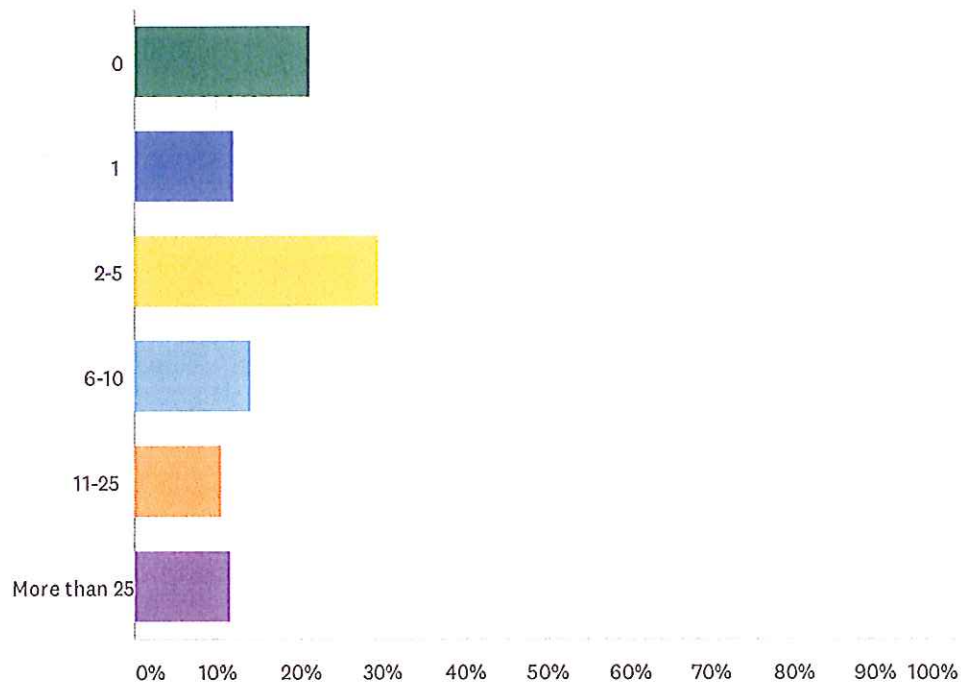
ANSWER CHOICES

RESPONSES

Prior to 1975	2.30%	22
1975 - 1985	10.86%	104
1986 - 1995	19.21%	184
1996 - 2005	21.09%	202
2006 - 2010	17.12%	164
2011 - 2015	17.01%	163
After 2015	12.42%	119
TOTAL		958

Q2 With how many other attorneys do you currently practice?

Answered: 958 Skipped: 0



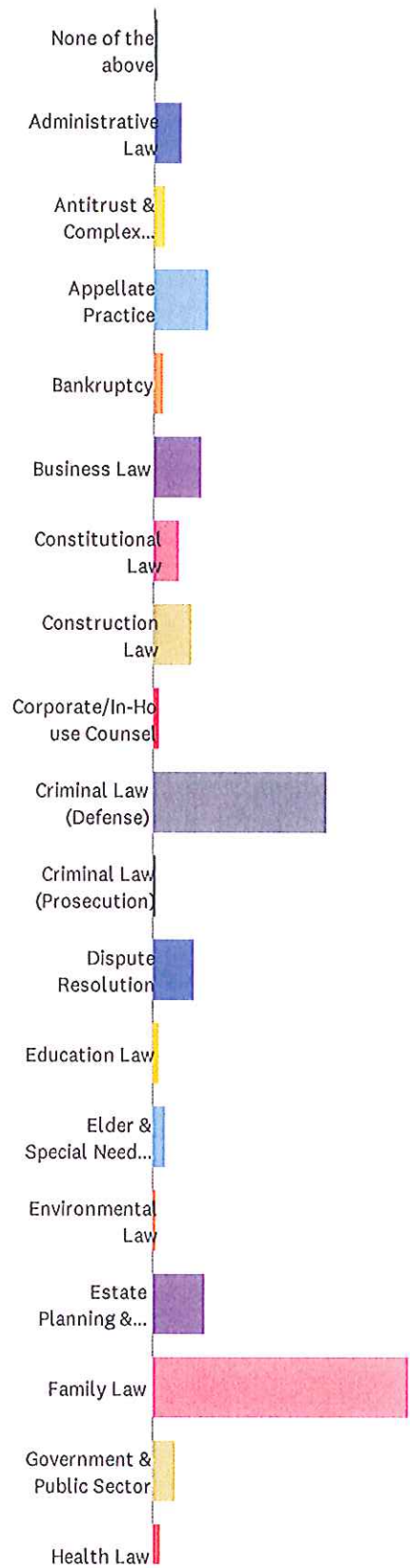
ANSWER CHOICES

RESPONSES

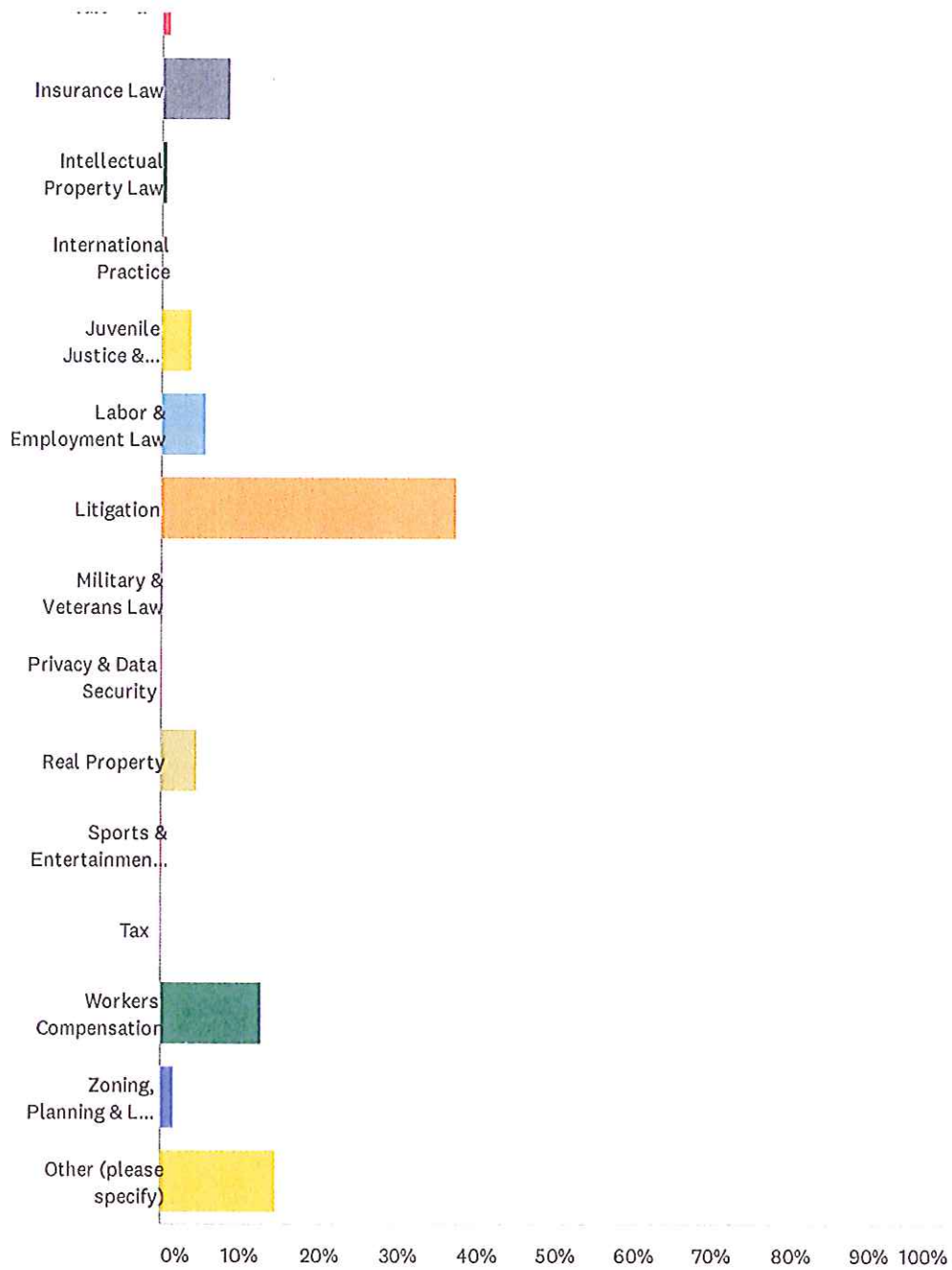
0	21.29%	204
1	12.11%	116
2-5	29.75%	285
6-10	14.30%	137
11-25	10.75%	103
More than 25	11.80%	113
TOTAL		958

Q3 What is/are your principal area(s) of practice? (Select all that apply)

Answered: 957 Skipped: 1



North Carolina State Bar - Secure Leave Survey



North Carolina State Bar - Secure Leave Survey

ANSWER CHOICES	RESPONSES	
None of the above	0.52%	5
Administrative Law	3.55%	34
Antitrust & Complex Business Disputes Law	1.57%	15
Appellate Practice	7.21%	69
Bankruptcy	1.25%	12
Business Law	6.27%	60
Constitutional Law	3.45%	33
Construction Law	5.12%	49
Corporate/In-House Counsel	0.94%	9
Criminal Law (Defense)	22.26%	213
Criminal Law (Prosecution)	0.42%	4
Dispute Resolution	5.54%	53
Education Law	0.84%	8
Elder & Special Needs Law	1.67%	16
Environmental Law	0.42%	4
Estate Planning & Fiduciary Law	7.00%	67
Family Law	32.71%	313
Government & Public Sector	3.03%	29
Health Law	1.15%	11
Insurance Law	8.67%	83
Intellectual Property Law	0.73%	7
International Practice	0.00%	0
Juvenile Justice & Children's Rights	3.76%	36
Labor & Employment Law	5.64%	54
Litigation	37.41%	358
Military & Veterans Law	0.31%	3
Privacy & Data Security	0.31%	3
Real Property	4.60%	44
Sports & Entertainment Law	0.21%	2
Tax	0.21%	2
Workers' Compensation	12.75%	122
Zoning, Planning & Land Use	1.78%	17

North Carolina State Bar - Secure Leave Survey

Other (please specify)

14.73%

141

Total Respondents: 957

#	OTHER (PLEASE SPECIFY)	DATE
1	Internal Investigations and Compliance	6/29/2021 5:24 PM
2	Disability	6/28/2021 6:42 PM
3	eminent domain	6/28/2021 5:18 PM
4	Nursing Home Abuse	6/28/2021 8:33 AM
5	DSS parent representation	6/25/2021 10:36 AM
6	Condemnation	6/25/2021 8:16 AM
7	Government Relations	6/24/2021 9:32 PM
8	Utilities law	6/24/2021 8:02 PM
9	Now in court administration	6/24/2021 7:18 PM
10	Civil Rights	6/24/2021 4:07 PM
11	Native American Law	6/24/2021 11:45 AM
12	Energy/Utilities	6/24/2021 10:50 AM
13	Expungements	6/24/2021 10:11 AM
14	Homeowners' Associations	6/24/2021 9:50 AM
15	Veterans Disability	6/24/2021 9:41 AM
16	Child Welfare	6/24/2021 9:28 AM
17	Personal injury	6/24/2021 9:06 AM
18	consumer financial services	6/23/2021 12:46 PM
19	housing and consumer law	6/22/2021 4:48 PM
20	Plaintiff's Personal Injury	6/21/2021 11:19 AM
21	Free legal services for clients who are at 125% to 187% of poverty level	6/21/2021 10:02 AM
22	Personal Injury	6/21/2021 8:18 AM
23	General Practitioner	6/17/2021 12:23 PM
24	Immigration	6/16/2021 4:03 PM
25	Creditor's Rights	6/16/2021 3:26 PM
26	non profit	6/16/2021 3:25 PM
27	Social Security Disability	6/16/2021 3:16 PM
28	Personal Injury	6/16/2021 2:23 PM
29	Civil Non Profit (housing, medicaid, ssa, etc.)	6/16/2021 2:18 PM
30	Immigration	6/16/2021 11:27 AM
31	I just had to click something else to get to next question.	6/16/2021 11:22 AM
32	Personal Injury	6/16/2021 11:16 AM
33	Parent representation	6/16/2021 10:05 AM
34	Personal Injury	6/16/2021 9:11 AM
35	Personal Injury	6/16/2021 8:59 AM

North Carolina State Bar - Secure Leave Survey

36	Personal Injury litigation and real estate litigation	6/15/2021 6:56 PM
37	Personal Injury	6/15/2021 6:55 PM
38	practice before the clerk of court in estate and spec proc.	6/15/2021 5:59 PM
39	Personal Injury	6/15/2021 5:39 PM
40	Personal injury, civil rights	6/15/2021 5:19 PM
41	Personal Injury	6/15/2021 4:14 PM
42	Personal Injury	6/15/2021 4:09 PM
43	Appeilate Practice	6/15/2021 4:05 PM
44	Personal Injury (plaintiff)	6/15/2021 2:57 PM
45	Personal Injury	6/15/2021 2:34 PM
46	Civil Rights	6/15/2021 2:19 PM
47	Personal Injury and Social Security Disability	6/15/2021 2:17 PM
48	Personal injury	6/15/2021 2:07 PM
49	Class Action, Consumer Protection	6/15/2021 1:54 PM
50	Immigration	6/15/2021 1:31 PM
51	Personal Injury	6/15/2021 1:05 PM
52	personal injury	6/15/2021 12:40 PM
53	Personal Injury	6/15/2021 11:28 AM
54	personal injury	6/15/2021 11:00 AM
55	Immigration	6/15/2021 10:55 AM
56	Government/Municipality law	6/15/2021 10:55 AM
57	personal injury	6/15/2021 10:54 AM
58	Personal Injury	6/15/2021 10:53 AM
59	Personal Injury and Medical Malpractice	6/15/2021 10:44 AM
60	non-profit law/policy/impact litigation support	6/15/2021 9:59 AM
61	Auto Torts and Premises Liability, Personal Injury	6/15/2021 9:38 AM
62	Immigration	6/15/2021 9:11 AM
63	personal injury	6/15/2021 9:04 AM
64	Landlord Tenant Law	6/15/2021 8:46 AM
65	Social Security Disability	6/15/2021 6:48 AM
66	Legal services	6/15/2021 2:35 AM
67	Child Welfare/Abuse -Neglect-Dependency	6/14/2021 9:14 PM
68	Housing; Civil Rights; Consumer	6/14/2021 8:31 PM
69	Judge	6/14/2021 7:30 PM
70	Personal injury	6/14/2021 6:37 PM
71	personal injury	6/14/2021 6:35 PM
72	DWI and traffic	6/14/2021 5:37 PM
73	Housing	6/14/2021 5:18 PM

North Carolina State Bar - Secure Leave Survey

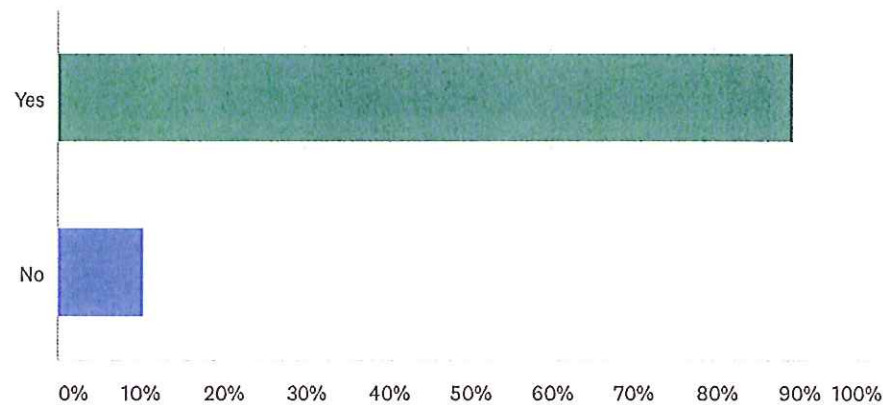
74	Immigration	6/14/2021 5:12 PM
75	Catastrophic Injury and Wrongful Death	6/14/2021 4:31 PM
76	Immigration	6/14/2021 4:26 PM
77	Landlord/Tenant	6/14/2021 3:24 PM
78	Personal Injury	6/14/2021 3:07 PM
79	Nonprofits/Legal Aid	6/14/2021 3:02 PM
80	housing (tenant representation)	6/14/2021 2:42 PM
81	Personal injury	6/14/2021 2:09 PM
82	personal injury	6/14/2021 2:04 PM
83	Legal Aid	6/14/2021 1:40 PM
84	Plaintiff Personal Injury	6/14/2021 1:36 PM
85	Mediation	6/14/2021 1:31 PM
86	Personal Injury	6/14/2021 1:30 PM
87	Social Security Disability	6/14/2021 1:23 PM
88	Trial Lawyer	6/14/2021 1:23 PM
89	personal injury	6/14/2021 1:15 PM
90	civil poverty law	6/14/2021 1:14 PM
91	Personal Injury	6/14/2021 1:08 PM
92	Education Administration	6/14/2021 1:06 PM
93	Worker's Compensation/Personal Injury	6/14/2021 1:06 PM
94	Personal Injury	6/14/2021 1:02 PM
95	Social Security disability	6/14/2021 12:58 PM
96	personal injury, medical negligence and civil litigation	6/14/2021 12:58 PM
97	personal injury/wrongful death	6/14/2021 12:57 PM
98	landlord/tenant; foreclosure; public benefits;	6/14/2021 12:53 PM
99	Drug and Device Litigation	6/14/2021 12:53 PM
100	Juvenile - Abuse/Neglect/Dependency	6/14/2021 12:49 PM
101	Catastrophic Injury/Medical malpractice	6/14/2021 12:49 PM
102	Personal Injury	6/14/2021 12:48 PM
103	Social Security Disability	6/14/2021 12:48 PM
104	civil rights	6/14/2021 12:47 PM
105	personal Injury	6/14/2021 12:40 PM
106	professional negligence, nursing home, personal injury	6/14/2021 12:36 PM
107	PI, med mal	6/14/2021 12:32 PM
108	Legal Aid of NC staff attorney	6/14/2021 12:31 PM
109	How about Personal Injury - tells me where the survey originates	6/14/2021 12:31 PM
110	family defender - abuse/neglect/dependency Chapter 7B	6/14/2021 12:29 PM
111	Social Security disability	6/14/2021 12:28 PM

North Carolina State Bar - Secure Leave Survey

112	Personal Injury	6/14/2021 12:27 PM
113	personal injury	6/14/2021 12:26 PM
114	Social Security disability	6/14/2021 12:26 PM
115	Personal injury	6/14/2021 12:24 PM
116	Legal services	6/14/2021 12:24 PM
117	Personal Injury	6/14/2021 12:18 PM
118	Personal Injury	6/14/2021 12:17 PM
119	Social Security Disability	6/14/2021 12:16 PM
120	Personal Injury	6/14/2021 12:15 PM
121	Personal Injury	6/14/2021 12:14 PM
122	personal injury / wrongful death - plaintiff	6/14/2021 12:14 PM
123	Landlord Tenant	6/14/2021 12:12 PM
124	Personal Injury	6/14/2021 12:10 PM
125	civil rights	6/14/2021 12:10 PM
126	Social Security Disability	6/14/2021 12:08 PM
127	Civil litigation	6/14/2021 12:06 PM
128	personal injury	6/14/2021 12:06 PM
129	Social security disability	6/14/2021 12:06 PM
130	Personal Injury	6/14/2021 12:06 PM
131	Auto torts	6/14/2021 12:05 PM
132	immigration law	6/14/2021 12:04 PM
133	Personal injury	6/14/2021 12:04 PM
134	Personal Injury	6/14/2021 12:04 PM
135	Personal Injury	6/14/2021 12:04 PM
136	Negligence/bodily injury claims	6/14/2021 12:04 PM
137	Personal Injury	6/14/2021 12:04 PM
138	Social Security Disability	6/14/2021 12:04 PM
139	Poverty Law/Non-Profit	6/14/2021 12:03 PM
140	mediation and arbitration.	6/7/2021 11:54 AM
141	Judge	5/10/2021 9:46 AM

Q4 Have you ever used or wanted to use secure leave?

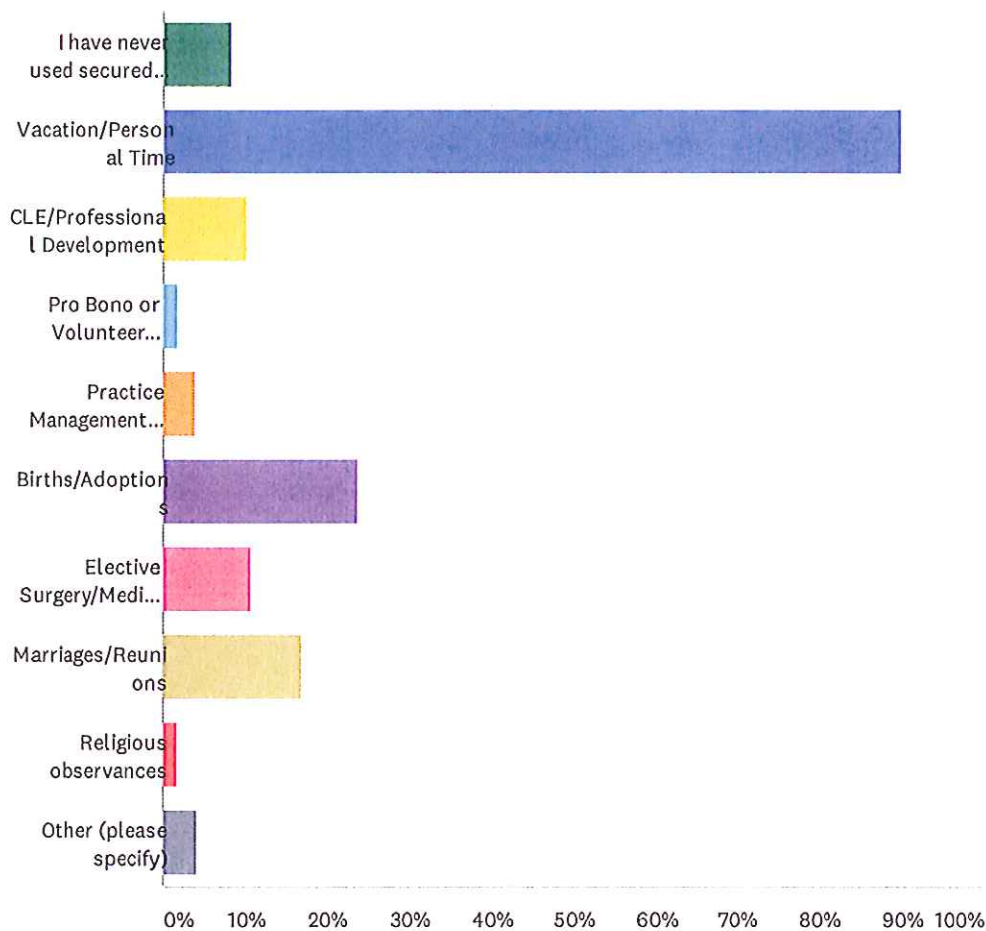
Answered: 958 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	89.56%	858
No	10.44%	100
TOTAL		958

Q5 What have you used secure leave for? (Select all that apply)

Answered: 811 Skipped: 147



ANSWER CHOICES

RESPONSES

I have never used secured leave	8.14%	66
Vacation/Personal Time	90.01%	730
CLE/Professional Development	9.99%	81
Pro Bono or Volunteer Opportunities	1.73%	14
Practice Management Requirements	3.82%	31
Births/Adoptions	23.80%	193
Elective Surgery/Medical Treatments	10.73%	87
Marriages/Reunions	16.89%	137
Religious observances	1.60%	13
Other (please specify)	4.07%	33

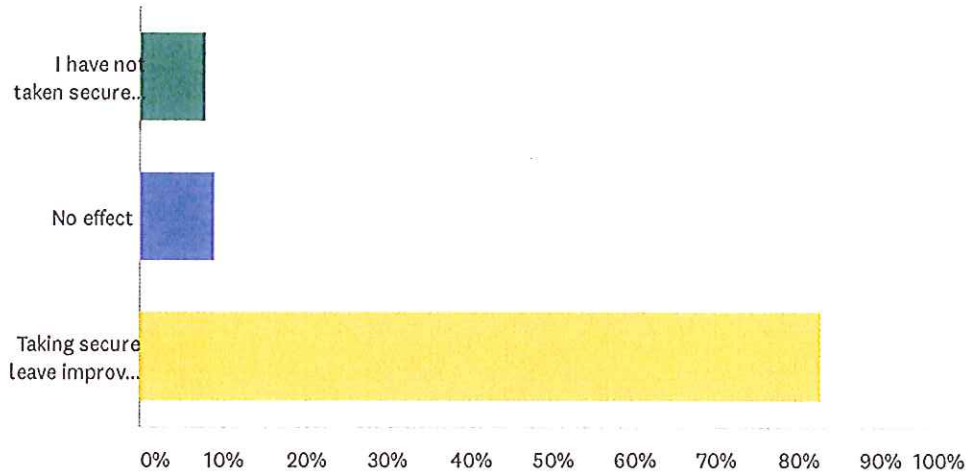
Total Respondents: 811

North Carolina State Bar - Secure Leave Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Family situation	6/28/2021 7:20 PM
2	To get caught up on office work	6/25/2021 9:22 AM
3	Military training	6/25/2021 8:50 AM
4	I have not used secured leave, but intend to do so for parental leave.	6/24/2021 4:08 PM
5	Court time in other jurisdiction I am licensed in (California)	6/24/2021 10:04 AM
6	To attend a family wedding out of the country	6/23/2021 1:47 PM
7	My second job	6/23/2021 12:40 PM
8	To move my primary residence	6/21/2021 8:24 AM
9	to prevent trial during a significant event like college graduation.	6/16/2021 11:29 AM
10	taking children to college	6/16/2021 11:05 AM
11	surgery	6/16/2021 9:08 AM
12	To prevent the State from using their unfettered calendaring control to put me in terrible positions with trials (like scheduling me to try a little case the week before a capital trial).	6/15/2021 9:10 PM
13	military leave	6/15/2021 9:04 PM
14	Death of a child	6/15/2021 4:50 PM
15	husband's surgery	6/15/2021 12:47 PM
16	A conference	6/15/2021 12:41 PM
17	Plan to use secured leave in the future for birth of child	6/15/2021 11:48 AM
18	Navy Reserve duty	6/15/2021 10:59 AM
19	family emergencies	6/15/2021 10:49 AM
20	Death in family or caring for sick family members	6/15/2021 10:49 AM
21	Non elective medical appointments	6/15/2021 10:10 AM
22	My sanity	6/15/2021 9:55 AM
23	Family Matters	6/14/2021 9:44 PM
24	taking care of an elderly family member	6/14/2021 6:28 PM
25	I've used secure leave to catch up on work when court obligations interfered with the time necessary.	6/14/2021 5:20 PM
26	Graduations	6/14/2021 3:51 PM
27	Child's graduation. I had to take a whole week to make sure I could get there.	6/14/2021 2:00 PM
28	Family time related to education	6/14/2021 12:42 PM
29	Catch up on work	6/14/2021 12:12 PM
30	I wanted to take it for vacation but it required too much advance notice.	6/14/2021 12:07 PM
31	I've wanted to but never do because I find the requirements to be difficult, as many times my leave is planned after the 90 day notice requirement.	6/14/2021 12:05 PM
32	Children's extracurricular events. For travel teams we need long weekends	5/27/2021 9:57 AM
33	Death/grief.	5/10/2021 12:17 PM

Q6 What effect, if any, does taking a secure leave have on your mental health and quality of life?

Answered: 805 Skipped: 153



ANSWER CHOICES

RESPONSES

I have not taken secure leave	7.95%	64
No effect	9.07%	73
Taking secure leave improved my mental health	82.98%	668
TOTAL		805

#	DESCRIBE THE EFFECTS OF SECURE LEAVE ON YOUR MENTAL HEALTH AND QUALITY OF LIFE:	DATE
1	Knowing that nothing would be scheduled during my vacation time allowed me to better enjoy my vacation and removed an item of stress leading up to the vacation time.	6/30/2021 6:02 PM
2	It has enabled me to take a moment to breathe and recover. I still have normal anxiety about what is happening while I am away but it helps to know I will not be summoned to court for that specified time frame.	6/29/2021 1:38 PM
3	Taking secured leave allows me to reconnect with my family and destress from work. In addition, I have taken secured leave after the births of my two sons, which was greatly needed in order to care for them as infants.	6/29/2021 11:49 AM
4	I have not taken secured leave because I wanted to get oral arguments to get Board Certified in appellate law, and because the 90 day advance notification requirement made it difficult for me to plan. I would like to take secure leave in the future (and plan better to do so).	6/29/2021 11:37 AM
5	It helps for you to know that your Client is going to not get called and failed while you are on vacation words cannot describe how much piece of mind it provides.	6/29/2021 12:54 AM
6	My job is very stressful, and I need to be able to occasionally get away from the expectations of a demanding legal practice.	6/28/2021 10:16 PM
7	While as an attorney you can never really disconnect, secure level allows it as much as possible.	6/28/2021 7:20 PM
8	It would improve it	6/28/2021 6:29 PM
9	I took secure leave to clear my calendar for a vacation. The vacation benefited my mental	6/28/2021 4:35 PM

North Carolina State Bar - Secure Leave Survey

health/quality of life in the usual manner. Secure leave helped me schedule the vacation with less worry of a conflict from my litigation practice.

10	No matter your desire to do so, it would be exceedingly difficult to be at your sharpest and provide the best possible representation to clients, if we weren't able to take periods of secured leave to "recharge our batteries." There's a reason airlines tell people with children to put on their oxygen masks first, then attend to their children. If as lawyers, we are mentally and emotionally drained, we cannot possibly provide the type of representation our clients deserve.	6/28/2021 3:04 PM
11	Secured leave allows me to take vacation and step away mentally. This allows me to spend quality time with my family rather than getting bombarded with emails/calls and worrying whether I missed something - I know this is time I truly have away from work. Alternatively, I spend it for administrative reasons to get caught up on drafting, returning phone calls, and case reviewing matters I have not given enough attention to because of the hectic and chaos that typically occurs during regular business hours. With secured leave I can be truly present with my family.	6/28/2021 1:24 PM
12	To avoid burnout, I have to take secured leave. I also have to take secured leave at times in order to provide my children with a break from school and constant daycare/summer camps. It is good for their mental health as well.	6/28/2021 10:01 AM
13	Peace of mind.	6/28/2021 8:35 AM
14	It allows you to plan and go on a vacation. To be honest if I did not practice in Wake county with largely unprofessional attorneys I would not have to use it. In Johnston and Harnett if you just tell the other side you are out of town that day or week you just pick another date. In Wake county if you have not filed for secured leave if you tell the other attorney I am going out of town they will schedule the case anyway. It is essential if you practice in unprofessional places like Wake County.	6/27/2021 8:15 PM
15	It WOULD have a beneficial effect on my mental health and quality of life if people actually respected it and I didn't have to remind attorneys (and occasionally courts) of the secure leave period multiple times when attempting to schedule a single hearing or deposition. Seriously, why bother spending all the time to apply for it if you're just going to get responses like, "Well you're not out of the country for the whole time, right? Tell me what days during your secure leave you are available." How about none? THAT IS THE POINT OF SECURE LEAVE. (Yes I have had to deal with this issue twice this week, with people who have been repeatedly told when I have secure leave.)	6/25/2021 6:56 PM
16	reduce stress/anxiety, improve mood, less cynical	6/25/2021 1:56 PM
17	need to get away and relieve stress. improved attitude and work efficiency	6/25/2021 10:40 AM
18	Time to distress and reset	6/25/2021 8:50 AM
19	Able to enjoy vacation without worrying about someone scheduling court for my cases while on vacation	6/25/2021 8:19 AM
20	It allows me to plan for vacation or family special events without worry that I will have to cancel due to a hearing being scheduled.	6/25/2021 6:01 AM
21	Many courts don't keep up with it despite my having filed appropriately and timely so I still always have to be clued in to my emails, mail and voicemail	6/24/2021 11:22 PM
22	Secure leave isn't available at the NC Utilities Commission	6/24/2021 8:04 PM
23	I can remember before we had secured leave and never could get away from the court as I am a solo practitioner. I would like to see it extended to four weeks a year. I find that 1/2 of the time I used secured leave to catch up in the office. On the other weeks, I am normally back in the office a day or two. I would like to be able to take a couple of weeks here and there to get away without feeling like I am required to return to my office.	6/24/2021 8:04 PM
24	It sometimes gave me a chance to recharge my mind and body.	6/24/2021 7:25 PM
25	Allows time to slow down, unwind, and do things that are more enjoyable. Improves my overall health, less computer time and eye strain, fewer headaches, improves my personal life.	6/24/2021 7:20 PM
26	Immeasurable	6/24/2021 7:13 PM
27	I am able to fully disengage without the feeling of guilt that comes with being away from cases	6/24/2021 4:55 PM

North Carolina State Bar - Secure Leave Survey

since I've provided everyone notice of my intent to take secure leave.

28	It's safe down time. Better able to relax, deal with personal matters and work on self-improvement	6/24/2021 4:52 PM
29	makes me less anxious about scheduling vacation	6/24/2021 4:51 PM
30	We need to vacation, change of faces, changes of places. The current limitation on time may require some times when you just hope you can handle work with digital participation or have colleagues who can cover for you.	6/24/2021 3:31 PM
31	In trial work, the daily stress of possibly being called into the courthouse for something, maybe just a check in or an emergency (client arrested) is relaxed when I have secured leave. I take 3 weeks every year even if I don't go out of town. Just to get that time 'off'.	6/24/2021 2:22 PM
32	I was able to take 12 weeks of secured leave to when I had my son under the new rules enacted by former Chief Justice Beasley. I didn't have to worry about managing childcare and my firm during the first six months of his life which coincided with the first six months of the pandemic.	6/24/2021 1:21 PM
33	At first it is one more thing to have on your plate under deadline and served to many different parties, but after filing it does give peace of mind. However, I feel that the vast majority of the lawyers I have worked with would be accommodating to my scheduling needs even without secured leave out of professional courtesy. If I did more litigation than anything else it would likely be more helpful. But to me it can at times be burdensome.	6/24/2021 12:41 PM
34	Knowing that I would not have to cut short a vacation to attend Court was a major relief	6/24/2021 11:47 AM
35	For small firms it is lifeline that allows you to actually enjoy your time away from the office and have some peace of mind while you are out. You are assured nobody can schedule matters during that time and it helps provides a safety net for your staff while you are gone because they also know it can provide limits and deterrence for what opposing counsel or the court may or may not do in your absence. Secured leave is respected and honored in my judicial district by other attorneys and the courts.	6/24/2021 11:28 AM
36	Knew my planned time off would be respected by the courts	6/24/2021 11:25 AM
37	it provides an opportunity to "check out" from the practice of law and feel safe to relax and enjoy my vacation.	6/24/2021 11:15 AM
38	Knowing that I can be away from my practice without fear of a proceeding being arbitrarily scheduled and that other counsel will be aware and respect my leave, allows me to take the time to reenergize myself and return to my practice rested and better equipped to provide quality legal services.	6/24/2021 11:14 AM
39	Opportunity to refresh and release stress	6/24/2021 11:11 AM
40	The certainty of secured leave during my maternity leave allowed me to prepare for my absence in the most efficient manner possible because everyone knew what to expect. This allowed me to plan for time off that actually rejuvenated me and allowed me to come back a better attorney. This is what is so important about secured leave in general-- it encourages and supports an attorney's well-being and balanced approach to their work.	6/24/2021 10:56 AM
41	If I have scheduled the time off with the Court, I feel more obligation to use it instead of cancelling plans to come into work.	6/24/2021 10:17 AM
42	Helps me not to be stressed about being called into court when out for other important aspects of my life. Only problem with it is that it is TOO limited.	6/24/2021 10:04 AM
43	Uninterrupted time to pursue self-improvement and family relationships is invaluable.	6/24/2021 10:01 AM
44	Some peace of mind for vacation, but I practice in too many different courts for it to really be of much use.	6/24/2021 9:47 AM
45	The longer breaks allow me to decompress and come back, frankly, not so callous and ambivalent towards the issues my clients are facing.	6/24/2021 9:32 AM
46	Peace of mind in committing to family that I can take a vacation and spending funds on a vacation.	6/24/2021 9:31 AM
47	It is nice knowing that there is some guaranteed time where problems should not explode.	6/24/2021 9:21 AM

North Carolina State Bar - Secure Leave Survey

48	Security of knowing that I can actually "unplug" from work without the possibility/threat of things being set or moving forward without me	6/24/2021 9:14 AM
49	It gives me anxiety because I have no clue whether or not the multiple courts I practice in regularly will honor my leave so I usually have to find backup attorneys before I leave to be able to cover for me despite having filed a notice of secured leave with each individual court and with each individual opposing counsel.	6/24/2021 9:10 AM
50	Unplugging and getting away without the worries that something is going to be scheduled and cause me to miss a trip or a seminar is a relief. Getting away from the office is also a good reset/recharge.	6/24/2021 9:06 AM
51	Secured leave provides an opportunity to disconnect from my practice and my clients. It allows me to return to practice refreshed and renewed empathy for my clients who are often going through the most difficult time of their lives.	6/24/2021 9:06 AM
52	I have been able to cut my phone and email off and disconnect from the grid on each occasion which makes the time off far more enjoyable.	6/24/2021 9:05 AM
53	There is a real comfort in knowing that I won't have to cancel plans or rush home in the middle of a vacation	6/24/2021 8:46 AM
54	It helped me re-energize and step away from the hectic to regroup. It is frustrating; however, when other attorneys do not recognize secure leave.	6/24/2021 8:42 AM
55	It's indispensable.	6/24/2021 8:18 AM
56	By disconnecting from the stress of dealing with clients, opposing counsel, court, etc., I came back refreshed, relaxed and ready to go back to responsibility of being an attorney. I need time to enjoy my spouse, kids and grandkids.	6/24/2021 8:15 AM
57	Litigation is exhausting and you have to step away from it to recoup. Getting away from everyone pulling at you is refreshing and can reinvigorate you. Additionally, you often don't have time to properly manage the affairs of a small business and that time has been important there as well.	6/24/2021 8:12 AM
58	Taking leave of course helps my mental health but client demands often intervene regardless of secured leave. I find that I can typically avoid hearings and depositions regardless of the filing for leave. But it is marginally helpful to have that security particularly if planning a trip overseas.	6/24/2021 7:22 AM
59	Knowing I don't need to appear in court or respond to other attorneys	6/24/2021 7:00 AM
60	Reduced the stress and uncertainty created when making costly travel plans. Eliminated the fear or concern that a court date might interfere with those plans.	6/24/2021 6:59 AM
61	The ability to set boundaries between my professional and personal life is very, very beneficial to my quality of life.	6/24/2021 6:58 AM
62	Makes me better at my job when I return	6/24/2021 3:11 AM
63	Nice relief from litigation and the constant stresses of client management.	6/24/2021 1:58 AM
64	getting away with family and friends is always a beneficial and relaxing time, but frankly, I work every day that I'm out (checking voicemails, reviewing and responding to emails, handling issues that arise, answering my paralegal's questions, etc.)	6/23/2021 2:51 PM
65	It helps me to relax and know that I will not have to be hailed into court for a hearing or trial and can try and enjoy my time off.	6/23/2021 2:40 PM
66	The security of knowing things cannot happen in court in my cases while I am on vacation allows me to relax more on the vacation.	6/23/2021 2:19 PM
67	It is imperative to have a chance to step away from the office without the constant pressure of a court schedule.	6/23/2021 2:00 PM
68	Getting away is vital to not burning out.	6/23/2021 1:00 PM
69	it allows me to exhale and know that plans i have made will not be interrupted by professional obligations. I wish this were available in federal court.	6/23/2021 12:49 PM

North Carolina State Bar - Secure Leave Survey

70	We need guaranteed vacation time. The secure leave policy causes stress though by requiring 90 day advance notice, only allowing full week blocks, and requiring notice to each court individually. The practitioner is at risk if something comes up at a later date or if a case in a new court arises less than 90 days before the scheduled time.	6/23/2021 12:33 PM
71	It's crucial to have a time when I can really disconnect from my law practice, and recharge!	6/23/2021 12:28 PM
72	It allows me to take a vacation or visit family knowing that I will not burden my co-workers with having to cover court dates for me while I'm gone, and knowing that I have something fixed that I can tell my opposing counsel in the event they try to schedule something during my vacation.	6/22/2021 4:54 PM
73	Knowing that I could travel without worrying about court helped me to relax while away and to unwind.	6/22/2021 4:30 PM
74	It's nice to be able to block off a week (or more) at a time and just let everyone know I'm unavailable. It definitely takes the pressure off for court proceedings. However, it doesn't stop the flood of emails from clients and other counsel. Nor does it apply in federal court, which is where most of my practice is right now.	6/22/2021 2:40 PM
75	Secure leave gives me peace of mind that I will not be forced to choose between zealously representing my clients and taking care of my own needs and being present for my family.	6/22/2021 11:31 AM
76	It made sure that I was not suddenly stuck having to deal with appearing in Court when I was supposed to be with family.	6/21/2021 4:30 PM
77	Secured leave allows me to relax and not worry that a court or an opposing counsel will take actions to my client's detriment while I am out.	6/21/2021 3:40 PM
78	I do a lot of litigation, so it is very important for us to be able to designate secure leave and make sure that our vacation time is protected.	6/21/2021 2:44 PM
79	Having the peace of mind to know that hearings will not be set during secured leave is helpful.	6/21/2021 2:05 PM
80	Knowing that I had secure leave following the birth of my children had a profound effect on my mental health and quality of life. It would have been incredibly difficult and isolating to have been forced to navigate physical recovery from childbirth, meet the needs of a newborn baby, all while also meeting the heavy demands of the practice of law.	6/21/2021 1:30 PM
81	It was good for me to feel certain that I could be away and not have to force my clients to rely on other members of my firm for important legal matters.	6/21/2021 1:05 PM
82	It's critical to get safe time when you practice in litigation.	6/21/2021 12:08 PM
83	I am always worried if I ever go on vacation that "everything will fall apart" when I leave. Secure leave takes a lot of the fear away from worrying if something is going to go wrong. Also, it ensures, for me, that I am always prepared before going on vacation because I take the time to plan to make sure that I am representing that I have nothing scheduled at that time. I think it helps me and the Court in planning.	6/21/2021 12:04 PM
84	We all need vacations.	6/21/2021 11:26 AM
85	I needed the peace of mind that secure leave provided when I attended a wedding out of the country with a case pending for oral argument at the COA	6/21/2021 11:06 AM
86	It's immensely helpful to be able to enjoy a vacation, or other "out of office" time knowing I won't have to scramble either to get coverage while I'm away, but also the week I come back (given I usually take that week too off if needed).	6/21/2021 10:03 AM
87	It provides a break from the rigors of work.	6/21/2021 8:52 AM
88	In theory it allows me to leave the office without concerns for unexpected litigation issues arising in my absence. I say "in theory" because even with properly approved secured leave I have had judges still expect my presence and/or participation in litigation related hearings in my absence.	6/21/2021 8:24 AM
89	Relax and get away from the stress of law practice.	6/18/2021 5:06 PM
90	It allows time off without the worry that the Court or some adversarial opposing counsel is going to schedule something for the week of your vacation or other time off.	6/18/2021 1:28 PM

North Carolina State Bar - Secure Leave Survey

91	Knowing that I have protection from having to appear at a deposition or court proceeding and the harassment from opposing counsel relieves a lot of stress.	6/18/2021 1:08 PM
92	I think we all need time off from work, and it adds to my peace of mind to know that nothing can be scheduled when I have secured leave	6/18/2021 12:58 PM
93	Greatly reduces the worry about having something pop up on a court calendar.	6/18/2021 12:52 PM
94	It is good to take a break from the practice of law to focus on family, friends and vacation	6/18/2021 10:58 AM
95	It is important to be able to take a break from the work environment without having to worry about whether a court proceeding will be scheduled that will alter your plans and knowing that I can count on that time off.	6/17/2021 5:02 PM
96	calming, relief of stress, re-energizing	6/17/2021 4:01 PM
97	My work as a family law attorney is mentally exhausting and emotionally draining. It often leads to burn out and mental health issues. Having Secured Leave and being able to actually take a break makes a tremendous difference in my quality of life.	6/17/2021 10:18 AM
98	Able to go on vacation and know that nothing can be scheduled while I am gone.	6/17/2021 10:03 AM
99	In my opinion secure leave should be for vacation or staycation, not CLE, maternity or other health issues. It's extremely beneficial to be able to take time away from the demands of the profession for pure rest and relaxation. This is very difficult to do in the age of cell phone, email and text. There is an expectation that we are always "on." Secured leave gives assurance to the practitioner that they can disconnect and recharge with no negative consequences to their clients or cases.	6/17/2021 9:54 AM
100	I helps with the caveat that counsel and the courts understand the need and time to get up to date in tasks immediately following secured leave	6/17/2021 7:24 AM
101	Secure leave gives me a way to decompress and rejuvenate not only physically, but mentally, so that I am better prepared to focus and represent my clients again going forward. The stress from maintaining clients and a trial practice is heavy, especially coupled with personal responsibilities, and I have found that secured leave since becoming divorced and a single parent is even more important to helping take care of myself.	6/17/2021 7:00 AM
102	The time away to recharge and spend with family, reduces stress and gives you a chance to refocus	6/17/2021 5:17 AM
103	Helps with knowing a Judge or other party cannot schedule on my much needed vacation time.	6/16/2021 5:37 PM
104	I am actually winding my litigation practice down as I am tired of being chained to my calendar. I have actually had to cancel trips based on being scheduled for a trial, hearing or even less. Its ridiculous that we cannot work around these issues. I am thankful I am on the tail end of my practice.	6/16/2021 5:10 PM
105	I know that I can go on vacation with my family and that time will be respected by the courts and opposing counsel.	6/16/2021 4:14 PM
106	In a high stress area of law, it is essential to be able to unplug for a reasonable amount of time to avoid burn out and compassion fatigue.	6/16/2021 4:08 PM
107	Really??? It's a lot easier to make plans when I'm not worried about a case being scheduled during a vacation I've planned and paid for. On the other hand, being restricted to a full week of secured leave or nothing is stressful and totally unrealistic - for example, I don't need to take a full week of secure leave to observe two days of Rosh Hashanah or one day of Yom Kippur. Christians get one or two days off for Christmas without being penalized for observing their religious holiday.	6/16/2021 3:56 PM
108	Taking secured leave during my 4 maternities was helpful, but not a sufficient amount of time. But knowing that I had it made focusing on my baby and recovering physically and mentally much easier. The same goes for vacations- it was critical to be able to be away without the fear of having to go to court when I am thousands of miles away.	6/16/2021 3:49 PM
109	Allows you to know nothing can be scheduled while you are out.	6/16/2021 3:48 PM
110	it allows me to be able to have time away from the office without having to continue to deal with legal obligations during this critical time to decompress.	6/16/2021 3:38 PM

North Carolina State Bar - Secure Leave Survey

111	But it would 100% improve my mental health to be able to take time off.	6/16/2021 3:35 PM
112	You can turn off your mobile device.	6/16/2021 3:30 PM
113	Not having to worry about having to leave late or return early from vacation. Allows one to actually "detach" from work.	6/16/2021 3:29 PM
114	I use my time off to get personal things done, visit family, and vacation. All are important and given the length of time I have been doing this three weeks is not enough. An additional two weeks if I desired to and could take it would be great. I note my wife who worked for her employer about the length of time I have been practicing got five weeks plus one week of personal time.	6/16/2021 3:10 PM
115	This profession can be extremely stressful. It is nice to know that if/when I need time off I will not have to worry about something being scheduled that will make me cancel my time off.	6/16/2021 3:09 PM
116	I had the reassurance of knowing that I would not be summoned to court for any reason during maternity leave, surgery, vacations, and the like. That was so comforting!	6/16/2021 2:18 PM
117	My area of practice is incredibly demanding and is incredibly stressful. Being on secured leave allows me to take time away, that I can tell clients that I will not be available, and share that I am protected from the court scheduling anything in their case. Without such leave, clients expect us to be available at all times. So, being able to step away with that protection is immensely helpful and allows me some much needed time to recharge and feel like I can take a short break without panic.	6/16/2021 12:43 PM
118	One cannot take a vacation without secured leave as a litigator. Mecklenburg County especially refuses to accommodate continuance requests if no secured leave is on file. Other counties rely upon it to determine when to schedule matters.	6/16/2021 12:18 PM
119	It is imperative to have the ability to secure time during the year for strictly personal and family activities. It encourages work/life balance and is necessary for our mental health as we work in high stress jobs.	6/16/2021 12:00 PM
120	Being able to take a vacation without being concerned that you will have to scramble to find someone to cover or interrupt your vacation to fly back for a hearing is extremely freeing. Without that you can't get the real mental refresh that attorney's need to continue to represent our clients to the best of our abilities.	6/16/2021 11:53 AM
121	I don't have to worry that I will have to cancel my vacation plans and incur an expense.	6/16/2021 11:51 AM
122	A lot of times, being an attorney is a "thankless" job. I initially went to law school with the goal of helping people and although I currently have/have had several clients who were/are exemplary, I have had a lot of clients who have taken a toll on my mental health. Further, the majority of my previous employers have also taken a significant toll on my mental health. The only solace comes from the secured leave period that I am granted. This allows me the chance to do the things I love, such as traveling, visiting family and friends, and having a destination wedding, without fear of the possibility of missing a court date, or having a court date scheduled without my knowledge. This leave also provides me a chance to remember why I became an attorney in the first place and why I generally love my job. If it were not for secured leave, there is a high likelihood that I would/would have change(ed) careers simply because of the toll this profession takes on my mental health.	6/16/2021 11:51 AM
123	Considering how stressful our jobs are, it is very important that when we are taking a break, we know that we won't have to worry about being called into court or missing any hearing.	6/16/2021 11:39 AM
124	When you deal with family law and run the firm you have to be able to step away with protection.	6/16/2021 11:29 AM
125	The ability to take time away from my legal practice without the worry of a hearing/trial being calendared allows me to reset and come back a more effective and efficient attorney...so long as trial judges respect the Secured Leave. On one occasion, a Judge denied my motion to continue and I had to rush to bring another attorney up to speed on the custody trial details before my international flight.	6/16/2021 11:26 AM
126	It helps tremendously to know that I can take time away and not be called into Court or scheduled for Court. Although I still address emails and urgent matters during secured leave, it allows me to destress as much as possible. Also, having additional time for maternity leave was crucial.	6/16/2021 11:24 AM

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127	We all need a break from time to time and the United States is the only country in the world that does place a value on mental health and productivity	6/16/2021 11:16 AM
128	Improves both tremendously. This profession is extremely stressful and we need breaks.	6/16/2021 11:15 AM
129	It's helpful to know you have a secure amount of time where the Court can't schedule anything and to not worry about that when the secure leave period approaches.	6/16/2021 11:15 AM
130	Without secured leave, I cannot feel truly safe taking a vacation. Therefore, a vacation would not have the desired effect of allowing me to relax and disconnect from the office and my cases.	6/16/2021 11:12 AM
131	everybody needs a break to recharge	6/16/2021 11:12 AM
132	Having time that can be completely dedicated to a focus outside of court responsibilities allow me to refocus and refresh before returning to the job. The benefits to preventing burn out is tremendous	6/16/2021 11:11 AM
133	Secured leave gives me time to unplug and reset a bit, which is 100% needed in practicing domestic law. It provides me, as well as others I know, with a much needed mental/emotional break.	6/16/2021 11:10 AM
134	an absolute NECESSITY in this profession	6/16/2021 11:10 AM
135	It helps avoid burnout, gives time to relax/refresh/recharge/re-center, allows disconnecting from the electronic "grid", and allows time to spend with loved ones without the threat of interruption.	6/16/2021 11:09 AM
136	It allows me to take time away from work without the fear of having something scheduled or having a Judge deny the time away from work for the sake of a hearing.	6/16/2021 11:09 AM
137	This is stressful work and there is no other way to secure a pause to focus on family, other interests, travel and things that allow me to be my best self.	6/16/2021 11:07 AM
138	Secured leave is necessary. The practice of law is too demanding (especially family law). I believe we should be given more than 3 weeks secured leave.	6/16/2021 11:06 AM
139	Depends, if there is something scheduled for the week AFTER secured leave, it kinda defeats the purpose of secured leave for mental health reasons, especially if there is opposing counsel who won't respect the sanctity of secured leave.	6/16/2021 11:06 AM
140	Secured leave is literally the ONLY way that we can get away from work. Especially in the area of family law, you NEED that break.	6/16/2021 11:05 AM
141	It helps to know that you can get away from 24/7 on call	6/16/2021 11:03 AM
142	I have wanted to take secured leave multiple times, although the 90 day requirement has made it infeasible. For young attorneys, we don't have much say over our vacation/personal time. We cannot schedule personal time 90 days in advance because if something comes up, then we have to cancel our plans. In my experience, it is basically impossible for associates/young attorneys to use secured leave. There is no reason why we shouldn't be able to certify say, 6 weeks before the requested leave, that we are not currently on a court calendar and wish to take leave.	6/16/2021 10:58 AM
143	It reduces the stress of having to worry about something being scheduled while out of the office.	6/16/2021 10:50 AM
144	I am the only attorney in my firm who practices family law, so when I had a child, it was crucial that I be able to designate secure leave for my maternity leave so that my clients were not forced to hire another attorney to represent them while I was on leave, and for my peace of mind knowing that nothing would take place in court while I was on maternity leave. It allowed me to focus on my family during that time.	6/16/2021 9:15 AM
145	I had peace of mind that nothing would be scheduled during that time and that I could truly focus on relaxation and re-setting during that time.	6/16/2021 9:13 AM
146	It's nice to have time off. But I often find I still have to communicate with other attorneys /prosecutors regarding scheduling during secured leave period - just filing for secured leave never seems to be enough. I'm never truly "off" work.	6/16/2021 9:08 AM
147	it's one way of creating some reassurance of peace while out of the office; things can still blow	6/16/2021 6:29 AM

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up, clients have needs, etc. but at least I don't have to worry about having to appear in court while on personal time; a necessary authoritative boundary to set to create personal space

148	Relieves stress/worry about having to reschedule plans last minute because hearing/court date is set	6/15/2021 10:49 PM
149	Secure leave allows me to plan time with my family. Secure leave let's me plan for lawyer training without interference by the courts and without opposing counsel having the opportunity to interfere with those family plans and training plans.	6/15/2021 10:12 PM
150	When I can use my leave to actually take a break (rather than protect my ability to prepare for trial) it is helpful. That is rare though, as it is hard to know 90 days in advance that I will need and be able to take a break.	6/15/2021 9:10 PM
151	Temporary relief, but when I get back to office I am worse than when I left because I'm behind.	6/15/2021 9:04 PM
152	Having a secure safe time off to tend to personal matters is very important to maintaining some work/life balance.	6/15/2021 7:12 PM
153	If I cannot take vacations knowing I am protected from court or depositions, etc., I will lose my sanity.	6/15/2021 7:00 PM
154	Without being able to secure leave, then you never know if you will be forced to cancel plans or ever be able to take a vacation. Even with secured leave the restrictions make it so that you can only have 2 weeks so sometimes you are just biting your nails at calendar call with the 3rd week or when it is only a day or two for a wedding or something else.	6/15/2021 6:53 PM
155	It allows for a true break from the practice of law, preventing burnout and allowing for a refreshed attitude and perspective.	6/15/2021 6:47 PM
156	I think vacations are critical for our wellbeing.	6/15/2021 5:37 PM
157	There are two distinct effects: (1) It enables to enjoy life, foster relationships with family and friends, and not stress about work. (2) Secure leave itself offers peace of mind; meaning I will not have to worry about being required to attend a hearing while on vacation.	6/15/2021 5:06 PM
158	Able to take time off without worrying about court cases	6/15/2021 5:04 PM
159	It was helpful to know that I wouldn't be required to be in Court during a time when I had planned solely to be with family.	6/15/2021 4:08 PM
160	It gives absolute that I can take time off and plan for such.	6/15/2021 3:54 PM
161	Peace of mind in knowing cases would not be called	6/15/2021 3:52 PM
162	I can step away from practice without the concern of being forced into court	6/15/2021 3:46 PM
163	It was good to know that I couldn't be called into court while I was out of the office.	6/15/2021 3:40 PM
164	It is stress relieving to know that nothing can happen should you miss some sort of deadline if you are on secured leave.	6/15/2021 3:32 PM
165	This is a flawed survey. It takes at least a week for me to decompress to the point that I can begin to relax. But the rules do not allow consecutive designation of weeks. Can't relax AT ALL with the possibility that I could wind up on a trial calendar the week I return from vacation. Plus, taking 1 week off from practice puts me 2-3 weeks behind at the office.	6/15/2021 3:26 PM
166	It is very important to me to be able to get away from the practice for an extended period of time. Helps me avoid burn out and being overly stressed.	6/15/2021 3:11 PM
167	Greatly reduces stress of being absent from the office due to being shielded from court/judge interference while on vacation.	6/15/2021 3:00 PM
168	It gives us the ability to unwind and recharge. It's an opportunity to not have to think about the court system for a specified time period.	6/15/2021 2:50 PM
169	The practice of law is STRESSFUL! It is wonderful to know that when I am on secure leave, I can leave the stress behind me. I don't have to worry that I am may miss something or have dropped the ball. This mental break means that I can relax (which is the point of vacation)!	6/15/2021 2:30 PM
170	Given the mental, emotional and even physical demands of daily criminal defense work, it is imperative to know there are days when you are not expected to be in court but rather focuses	6/15/2021 2:22 PM

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on family and/or quality of life i.e. vacation

171	A small trial practice is mentally trying, 24/7. Even with secured leave, it's difficult to unwind, and let go. But it helps tremendously.	6/15/2021 2:12 PM
172	I work like a maniac so I have to take time off. Sometimes I am able to sneak away when I can simply schedule down time or when a trial settles, but sometimes I need to use secured leave to make sure the time is protected. I find it helpful, but it is often hard for me to know far enough ahead of time when I can get away to be able to schedule secured leave.	6/15/2021 2:12 PM
173	Knowing that I can make plans without worrying that the courts might interrupt those plans with a court date or argument is a small amount of control and certainly helps my mental health.	6/15/2021 2:03 PM
174	I must have secured leave to guarantee time away from being called to court and the office. It's wonderful to have that time with my family.	6/15/2021 2:00 PM
175	Burnout is real. Court 4-5 days a week with several trials a week wears on a person. I usually work through my secured leave just to catch up on office work.	6/15/2021 1:43 PM
176	A break from the constant, unrelenting stress of the practice of law allows one to reduce stress and recharge	6/15/2021 1:36 PM
177	It was relaxing	6/15/2021 1:32 PM
178	Secured leave is extremely important and is the ONLY way for a busy trial lawyer to take vacation in NC. However, the process needs to be streamlined and less notice should be required.	6/15/2021 1:30 PM
179	To be assured opposing parties wouldn't schedule trial while out.	6/15/2021 1:07 PM
180	It's nice to have some time where you don't have to be on 24 hour alert with your law practice.	6/15/2021 12:55 PM
181	see article in Bar Journal on my sabbatical	6/15/2021 12:47 PM
182	It helped to be able to plan two weeks at a time when I could be away from work and not worry about it.	6/15/2021 12:47 PM
183	I wish I could take more but it's impossible with how busy the district court dockets are, and I can't rely on my law partner to cover my cases.	6/15/2021 12:41 PM
184	relaxed , less stress for a period of time.	6/15/2021 12:25 PM
185	I was worried other attorneys and judges would consider me weak or less dynamic	6/15/2021 11:58 AM
186	Vacation is useful only if I am able to relax. Knowing that I have secured leave enables me to concern myself with actually issues without worrying that something might be scheduled during a time when I am supposed to be away from the office.	6/15/2021 11:51 AM
187	I have not taken secured leave yet. However, knowing that I will have that option is a huge relief and improves my mental health.	6/15/2021 11:48 AM
188	Removed stress of deadlines and disappointing self and others	6/15/2021 11:46 AM
189	work/life balance	6/15/2021 11:28 AM
190	Able to care for my newborn without worry of hearings or mediations during the 3 months off; vacations help me recharge.	6/15/2021 11:22 AM
191	I did not have to worry about work while I was away from the practice.	6/15/2021 11:22 AM
192	It should go without saying that taking vacations, uninterrupted vacations of at least several weeks, helps to keep a person well-balanced, happy and healthy.	6/15/2021 11:00 AM
193	It is helpful to know that you can take time without worrying about litigation deadlines, although the process is tedious and time consuming.	6/15/2021 10:58 AM
194	Eases concerns with other lawyers and scheduling.	6/15/2021 10:57 AM
195	Some assurance that other lawyers will not screw you.	6/15/2021 10:57 AM
196	I have experienced much greater peace of mind knowing I had the protection of secured leave	6/15/2021 10:53 AM
197	Knowing that I am approved to not have to report to court during this time allows me to focus	6/15/2021 10:49 AM

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	on my current needs and improves my mental state.	
198	important to be able to take care of sick relatives and prepare and attend funerals of family members	6/15/2021. 10:49 AM
199	Knowing no one can interrupt me is valuable. Although I have been interrupted and forced back into court during secured leave.	6/15/2021. 10:46 AM
200	Ability to take time off without worrying about being called into court for an emergency hearing.	6/15/2021. 10:40 AM
201	I know that I don't have court or can't be forced into court appearances which allows me to relax somewhat	6/15/2021. 10:10 AM
202	knowing that I am not tied to my phone, computer, mail, or anything else is fantastic. knowing that a judge can't "order" me to court for some frivolous bullshit during secured leave is liberating.	6/15/2021. 9:59 AM
203	It reinvigorates and reenergizes me. Gives me freedom to not look at calendar, do work, worry while out. It not only improved my mental health, it is vital to my mental health.	6/15/2021. 9:55 AM
204	Being able to take a complete break from practice	6/15/2021. 9:53 AM
205	I haven't taken a secured leave, but I rarely take vacation days/PTO. When I do take time off, I feel anxious about the work that's piling up while I'm out.	6/15/2021. 9:41 AM
206	Not having to worry about matters being calendared while out.	6/15/2021. 9:39 AM
207	I am very grateful to have the option of secured leave.	6/15/2021. 9:27 AM
208	I could take my mind off cases in litigation.	6/15/2021. 9:18 AM
209	being able to have 12 weeks of secure leave made having my last child the best experience because I knew my time healing from a c-section and bonding with my new baby would be respected this time compared to when we only had 3 weeks.	6/15/2021. 9:16 AM
210	Take uninterrupted time with my family	6/15/2021. 6:50 AM
211	The stress of practicing law and dealing with clients and defense attorneys on a daily basis can be demanding at best and it is critical for all attorneys to take off regrouping time so that their thoughts are clear and their energy level is high and concentrated in order to do this we need quality time off without interference from the courts or attorneys. Three weeks a year is not enough	6/15/2021. 5:38 AM
212	Every lawyer needs down time to be able to effectively represent their clients and prevent burn out, reduce stress, relax etc. It is very important for all lawyers to be able to have vacation time, to attend to family and personal matters etc.	6/14/2021. 9:44 PM
213	I am able to shut down for a few days and re-set/re-energize myself, even if I don't leave town.	6/14/2021. 9:19 PM
214	The benefits to me and my family have been very important. With young children at home and extended family out-of-state, family visits must be planned in advance and last a week or more. It would be very stressful to lose the security of planning ahead and not knowing whether I would be unexpectedly required in court.	6/14/2021. 8:16 PM
215	Practicing law is stressful. Secured leave policies only impact those who mitigate, so its important to recognize that the perspective of non-litigators is limited on this issue. The level of stress caused by the adversarial nature of the litigation process is not often addressed and is very overwhelming for both attorneys, judges, and court staff. Secured leave policies provide a consistent method of ensuring that attorneys can take needed breaks to rejuvenate and practice self-care. This is especially true for those who are also caregivers and must use some of their secured time to care for children or elderly parents.	6/14/2021. 7:50 PM
216	Being a court-room lawyer is like having a prescript that causes you have to an ongoing dose of stress in your life. Every day you're worried about statutes of limitations, discovery deadlines, etc. Practicing in different counties also means you deal with different clerks, TCAs, and judges that each have their own interpretation of what is and is not reasonable. Secured leave has given me a couple of chances to have some time off, for myself and my family, especially when my daughter was born (although as a man, my firm allowed ZERO time for paternity leave; thanks, all-male senior partners . .) when I would not have to worry about	6/14/2021. 6:43 PM

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the court forcing me to leave my family or mental health at risk because I was not adhering to an entirely arbitrary set of timelines and rules.

217	when it was used for vacations, I did not have the overwhelmed feeling when I returned to the office.	6/14/2021 6:28 PM
218	Certainty of time off relieves stress of losing time off with family and costs of canceled plans	6/14/2021 6:18 PM
219	I don't worry that cases will go sideways while I'm gone.	6/14/2021 5:39 PM
220	Without the benefit of secure leave, I would be crushed by the stress and obligations of the job. You can't just not go to court because you are feeling down, or tired, or have motions due in another case.	6/14/2021 5:20 PM
221	knowing I will be off and not have to worry about court	6/14/2021 4:59 PM
222	It's great to be able to spend some time without worrying about cases.	6/14/2021 4:49 PM
223	Knowing that you are secure is very important. We are all under the pressures of time and presence and knowing that this is not an issue for a short time every now and again is most assuring and give us some sense of calm.	6/14/2021 4:36 PM
224	It's important to get away from the practice, reset, attend CLE, spend time with friends and family	6/14/2021 4:09 PM
225	It is not possible to relax and have down time if you have to be concerned about dealing with trials/hearings/etc. and it is not possible to schedule a vacation/flights/hotels sufficiently in advance if you have to be concerned about someone putting a trial/hearing/deposition etc. during your scheduled time. With the immense amount of stress facing family law attorneys, it is very important to my mental health be able to take a break that is inviolate.	6/14/2021 3:59 PM
226	Relief at not having to worry about cases being set during times I am committed to family matters.	6/14/2021 3:51 PM
227	When I take a week vacation, on the Tuesday/Wednesday/Thursday in the middle of that week I can finally relax and have a lower stress level. (The Sunday/Monday I'm still thinking of what I didn't get done, and the Friday/Saturday I'm back to thinking about what I need to get done.) But those three middle days really help in the long term.	6/14/2021 3:51 PM
228	it was great to know during the time I was on leave I could turn off my work brain truly and fully	6/14/2021 3:34 PM
229	I was beginning to experience burn out. Taking secured leave gave me the time I need to decompress and recalibrate.	6/14/2021 3:27 PM
230	Secured leave is difficult to plan due to the 3 month advance notice requirement. I find myself appearing in court regardless of taking secured leave because the filing is left with the court, not a specific file. It is not a useful procedure.	6/14/2021 3:27 PM
231	While it is a comfort knowing my leave is "secure," it is unfortunately always a bit stressful to not be in the office, so I think the two cancel each other out.	6/14/2021 3:16 PM
232	It provides an important respite and protection that makes stress and scheduling management possible. One can sustain difficult professional demands much more readily if there is a safe harbor ahead. You can count on a period of rest, and this has a huge impact on the ability to sustain a healthy outlook. It helps insulate against burnout, depression, and malaise.	6/14/2021 3:13 PM
233	It was comforting to know that my leave "trumped" anything that could be put on a calendar.	6/14/2021 2:53 PM
234	i have a criminal trial practice, state and federal. I am in court nearly all the time, and almost every day the courts are open. Secured leave is the only time I am able to actually be with my family for more than an occasional weekend. it is essential to my mental health.	6/14/2021 2:49 PM
235	made it possible to see immediate family who live out of the country without worrying about not being able to get back for litigation events	6/14/2021 2:48 PM
236	we all need a chance to unplug from the court system and know that we cannot be called into court under any circumstances	6/14/2021 2:44 PM
237	I am incredibly grateful for the time I got to spend with my son after his birth. If I did not have the ability to take that time as secured leave I do not believe that I would have had it.	6/14/2021 2:38 PM

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238	The mental break afforded by secured leave is absolutely the highlight of my year. Being able to look forward to a designated period of time off keeps me sane.	6/14/2021 2:37 PM
239	Having time away where I can totally disconnect from the practice rejuvenates my spirit. I feel refreshed and ready to face the various controversies my cases present when I am well-rested and have had the opportunity to clear my mind. It also affords me the opportunity to spend meaningful time with family without fear of sacrificing work time.	6/14/2021 2:33 PM
240	It allowed me a short period of freedom from focusing on cases. It was a relaxing time.	6/14/2021 2:27 PM
241	Having no stress from prepaying for transportation and hotels.	6/14/2021 2:25 PM
242	Knowing that a matter cannot be scheduled in court while I am on secure leave is an incredible relief and helps me to enjoy my time away more.	6/14/2021 2:25 PM
243	No worries about having to be in court; creates an environment that allows me to relax and disconnect from work	6/14/2021 2:13 PM
244	I have been able to plan my vacations without (usually) worrying about scheduling conflicts.	6/14/2021 2:04 PM
245	Trial work is demanding with things occurring frequently out of one's control. To have a protected period of time is helpful in being able to relax and be assured you will actually be able to take that time off without something happening or at least lowering the likelihood of something happening during that time period.	6/14/2021 2:02 PM
246	In a trial practice with my spouse it was the ONLY way I could schedule and take family vacations and plan and attend other family functions.	6/14/2021 2:00 PM
247	Secured leave gives an opportunity to have time to focus on things that are important aside from work. If secured leave is not taken I do not have an opportunity to step away from work requirements and spend time with my family, take time for personal obligations and other things that I do not have time for during a normal work week.	6/14/2021 1:58 PM
248	Everyone need a complete break from work periodically. Secured leave is the only way for litigators to obtain that break.	6/14/2021 1:52 PM
249	It takes the stress out of planning expensive vacations since they will not have to be canceled to meet some last minute court obligation.	6/14/2021 1:51 PM
250	Helps with having a better work-life balance and improves my family relationships	6/14/2021 1:45 PM
251	Being able to know that nothing will be required of me during a vacation or right after my sons were born was a relief.	6/14/2021 1:34 PM
252	Secured leave is the only break from the mental grind that I receive and the only time that I feel like I can relax.	6/14/2021 1:30 PM
253	I have only taken secured leave twice, so I am not sure that it has had an effect on my mental health yet.	6/14/2021 1:29 PM
254	I believe we are all better advocates when we are able to take time for relaxation and other personal events. If we cannot tend to our personal lives first, then it will eventually detrimentally affect representation of our clients.	6/14/2021 1:28 PM
255	assurance the saved time will not be interrupted--great feeling	6/14/2021 1:27 PM
256	I used the newer parental secure leave which was comforting to have as an option with the birth of our first born during a pandemic. Having secure leave and some level of protection from work obligations is a positive in a world where work is always present with a phone.	6/14/2021 1:26 PM
257	As an attorney I want to be certain that my life events do not impact my clients. Secure leave lets me balance my professional life with my personal needs.	6/14/2021 1:16 PM
258	Excellent, but as a solo practitioner, I have to take leave when I see the opportunity.	6/14/2021 1:13 PM
259	certainty that i wont be in trouble taking time off	6/14/2021 1:11 PM
260	It allows me to have a break from the practice of law as my practice is very demanding and spills over into my personal life each day. I can enjoy time with my family and enjoying life in general when I am on secured leave.	6/14/2021 1:10 PM
261	my court schedule is not that packed, but knowing that i would not have to worry about	6/14/2021 1:10 PM

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scheduling for the secured leave period reduced anxiety.

262	Knowing that I can be out without damaging my client's cases is very important	6/14/2021 1:04 PM
263	Having secured leave is vital to getting enough uninterrupted vacation time that I can continue to do criminal defense work.	6/14/2021 1:03 PM
264	good to have a break and recharge	6/14/2021 1:02 PM
265	Renewed my energy, staved off compassion fatigue, prevented physical and mental exhaustion, improved physical and mental health, and allowed me to return the practice with better perspective and increased acuity.	6/14/2021 1:02 PM
266	Nice to have time off but stressful to prepare to be away and when return to pressing work	6/14/2021 12:59 PM
267	I have not had to use it often; however, it does reduce the stress of getting away. I know that some lawyers have made greater use of it and it has been a significant pressure-reducing program.	6/14/2021 12:58 PM
268	I am able to relax from the pressure of my law practice and other things.	6/14/2021 12:52 PM
269	Since my practice involves in court litigation, the only way I know I will get uninterrupted "away" time is via secured leave.	6/14/2021 12:52 PM
270	It allows me to take time off without worrying about needing to be somewhere else. However, as a sole practitioner, it is almost impossible to take the time off completely because there are always issues that need my attention. It's difficult.	6/14/2021 12:51 PM
271	Seemed to refresh my drive to work better and gave me an inner peace - fresh start	6/14/2021 12:51 PM
272	When I take time off with secure leave I have a lot less anxiety knowing that my client's are protected while I am out of the office.	6/14/2021 12:50 PM
273	by providing a blacked out period on my calendar that I know the court can't mandate my attendance, after I've spent a lot of money planning a vacation.	6/14/2021 12:49 PM
274	Time away from practice of Family Law is crucial to being able to handle the challenging issues in this practice area.	6/14/2021 12:49 PM
275	At least I have one period where I don't have to be in court. That is it. Sometimes court is the following Monday and that ruins it though.	6/14/2021 12:49 PM
276	Data confirms taking time off improves your overall well-being. And, Secure Leave allows you to take the time off without interruption or interference. Every person, whether he/she acknowledges it or not, needs time off to rest and rejuvenate. True leave, means "leaving work," not working while on leave or having to show up for a client matter or court while on leave. Without secure leave, attorneys are not in a protected position to remove themselves from work and take leave without jeopardizing their ethical duty. Criminal and Federal Courts should also adopt a secure leave option, like the civil state court has done.	6/14/2021 12:49 PM
277	Secure leave has permitted an opportunity to refocus attention and energy on other, critical areas of my life, including family, physical health, and mental well-being. The time is critical in order to "recharge" and sometime to address other responsibilities outside of work.	6/14/2021 12:44 PM
278	I was able to relax without the potential for new deadlines during that time period.	6/14/2021 12:42 PM
279	It is ridiculous that we only have an opportunity for 3 weeks a year. The stress and work hours are such that this leave period is able to be used for personal time, medical issues and sometimes even cle. I have had judges refuse to continue cases for cle or for my personal medical appointments.	6/14/2021 12:42 PM
280	It is great to know that I have time when I can focus on things other than my practice. When I return to my practice I am actually able to better focus on it since I've had time away.	6/14/2021 12:39 PM
281	Secured leave in North Carolina is a joke. Instead of the gotcha scheduling games, the judiciary and litigation bar should respect other people's schedules. If someone is out on vacation, a family event, graduation, maternity/paternity leave, etc., then the event should not go forward- period. We are all professionals and should be treated as such.	6/14/2021 12:37 PM
282	It relieved the pressure of booking a trip and then having to worry about whether the court and/or opposing counsel would agree to us having the time away.	6/14/2021 12:35 PM

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283	The guarantee that I do not have to work or appear in court	6/14/2021 12:31 PM
284	I had the assurance that I would be able to take time to be with my family and relax for a while, away from the office.	6/14/2021 12:31 PM
285	I wasn't sure how to use it. But I did for maternity leave because I thought it was a requirement.	6/14/2021 12:31 PM
286	Allows me to step away from practice without worrying about being called to court by a judge who feels I am at their beck and call.	6/14/2021 12:31 PM
287	The secured leave was ignored by the judge and I was forced to appear in court, anyway, so it is more false than true security to me.	6/14/2021 12:29 PM
288	Secured leave doesn't toll statutes of limitations and it should. Secured leave doesn't stay discovery, motions, and other deadlines in your cases and it should. Secured leave only gives you a break from having to make appearances, it doesn't stay your case or toll any deadlines, so you still have to work even if you just had a baby or are dealing with health issues. Secured leave does not give attorneys the ability to truly take time off work for a birth/adoption, health issue, or other personal things which come up.	6/14/2021 12:29 PM
289	reduced anxiety	6/14/2021 12:28 PM
290	The only problem is that it seems that with every secured leave, at least one of my clients receives an OFA because their name is overlooked on my plainly listed docket sent to the DA's office.	6/14/2021 12:27 PM
291	No effect because I still had to work every day and both prosecutors and judges don't seem to understand what secured leave is	6/14/2021 12:27 PM
292	Time away from work is always helpful	6/14/2021 12:26 PM
293	It is a definite respite from a stressful occupation.	6/14/2021 12:26 PM
294	Being able to take some guaranteed time to spend with my family is fundamental and it frankly continues to surprise me that there is any question that actually being able to take time off is an important factor in having a sustainable profession.	6/14/2021 12:25 PM
295	It is beneficial to know that time away can be taken and not have to worry about obligations to the courts, etc.	6/14/2021 12:24 PM
296	Knowing that I can take 3 weeks each year where I don't have to worry that cases will be scheduled during this time is invaluable to me. Without this assurance and the prosecutor's complete control of trial calendars, I could be scheduled for trial for weeks I wanted to take vacation or attend a CLE.	6/14/2021 12:23 PM
297	Stress of deadlines during leave is less	6/14/2021 12:22 PM
298	Allowed me to focus on family	6/14/2021 12:22 PM
299	Secured leave allows you not to stress and worry about opposing counsel scheduling a hearing when your gone. It allows you to focus on yourself a little, which we all need.	6/14/2021 12:18 PM
300	It relieves stress because I know no hearings will be set when I want to take time off.	6/14/2021 12:17 PM
301	Prior to taking secured leave (depending on the length), it forces you to make sure that everything is up to date and current before you go out on leave so that while you are out you can actually (try) to enjoy it!	6/14/2021 12:17 PM
302	The ability to be away from the office and with family, without threat or fear of being noticed into a hearing/proceeding by opposing counsel or the Court, is crucial to actually having "time away"	6/14/2021 12:16 PM
303	Secure leave is absolutely essential to mental health and quality of life, and we should be allotted more and the rules should be loosened	6/14/2021 12:15 PM
304	Secured leave can give you peace of mind in that you know that you do not need to worry about scheduling. Problem is that it only applies to state court though federal courts do generally acknowledge and follow.	6/14/2021 12:15 PM
305	It allows me time to vacation, rest, recharge, enjoy family time, etc.	6/14/2021 12:15 PM

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306	allows down time away from court and time to relax and re-focus	6/14/2021 12:14 PM
307	Decreases my panic mode while away from the office.	6/14/2021 12:14 PM
308	Everyone needs a week -- or two weeks every 7-10 years -- off. It is a lot of work before and after you get back, and it helps to review email during trip, but getting to "clean out your mind" once a year is a good thing!	6/14/2021 12:14 PM
309	Secured leave reduces case related anxiety knowing that no mandatory court appearances will be required while I am away.	6/14/2021 12:13 PM
310	everybody needs vacation in blocks not just long weekends.	6/14/2021 12:12 PM
311	I did not want in any way my work to interfere with my availability to my wife and son when he was born.	6/14/2021 12:12 PM
312	We all need down time, especially in the legal profession. It can be very stressful.	6/14/2021 12:12 PM
313	We all need time away from the Courthouse. I appear in multiple criminal courts 5 days per week. I could not take a vacation without being able to secure leave.	6/14/2021 12:11 PM
314	Being able to take care of my newborn, recover physically from childbirth, and adjust to life with a baby (first time mom) without worrying about my position was very helpful for my mental and physical wellbeing.	6/14/2021 12:11 PM
315	Allows for a break	6/14/2021 12:10 PM
316	As a trial attorney, secured leave is critical to give me time to focus on myself and my family and take a break from the grueling requirements of litigation.	6/14/2021 12:10 PM
317	Having a break from litigation is necessary and helpful to maintain distance from the emotional toll practicing family law takes on me.	6/14/2021 12:10 PM
318	provides some assurance that unexpected court appearances, motions, etc won't pop up	6/14/2021 12:09 PM
319	As a litigator, it allows be to designate time that cannot be scheduled by opposing side.	6/14/2021 12:09 PM
320	It is essential to plan any family vacation	6/14/2021 12:08 PM
321	I could not possibly have raised my kids and been the sole financial provider for them as a single mother without secured leave. The stress otherwise would have been terrible and the impact on my personal life as well.	6/14/2021 12:08 PM
322	Gives me time away from constantly going to court	6/14/2021 12:08 PM
323	It is nice to be able to take time off from work without constantly worrying.	6/14/2021 12:08 PM
324	Don't have to worry about client and case issues interfering with important personal plans, and don't have to inconvenience my law partners to cover something while I'm away.	6/14/2021 12:07 PM
325	During the year 2020 I did not take any vacation due to the pandemic. In March 2021 I applied for and took 10 days secured leave which was a much needed break not only from the stress of work but everyday life as well.	6/14/2021 12:07 PM
326	I believe that the ability to take secured leave reduces the stress that all attorneys experience in one way or another in our practice.	6/14/2021 12:07 PM
327	Without it, time for significant events in my life is basically a "hope." Not good enough to plan or really enjoy everything that comes along with having a decent balance.	6/14/2021 12:07 PM
328	protection from trial allows me to actually relax while on vacation.	6/14/2021 12:06 PM
329	It was reassuring to know that I had official "cover" for my time away	6/14/2021 12:06 PM
330	Time to recharge and step away from a stressful career	6/14/2021 12:05 PM
331	I have not been able to have time off in a few years. Great profession.	6/14/2021 12:05 PM
332	Knowing that I cannot be pulled away from scheduled time away allows for more relaxation. I have been pulled away from vacations in the past, and that was incredibly stressful.	6/10/2021 10:17 AM
333	Security Leave gives you peace of mind to plan time away from the office without the threat	6/8/2021 6:14 PM

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that your opponent will schedule hearings, upending your plans or causing you to forfeit travel down payments.

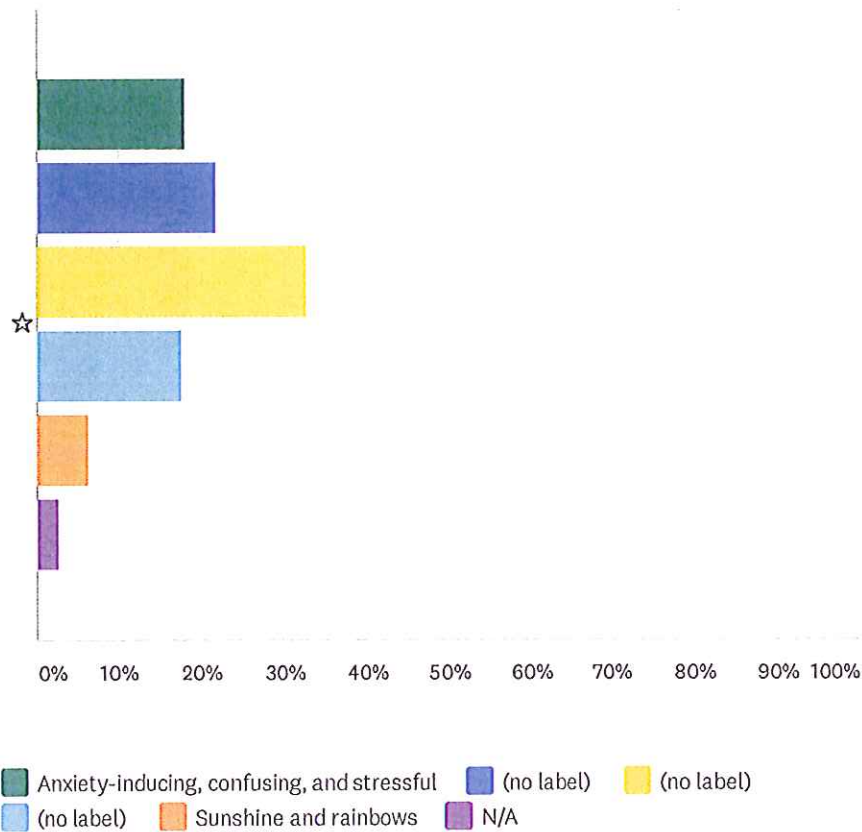
334	I don't have to worry about something coming up when I have made arrangements for vacation time that includes pre-payment.	6/8/2021 2:26 PM
335	A litigation practice is stressful, in part because at any time an opposing party can file a motion that requires a prompt response. This results in a lack of control over my schedule and makes it difficult to plan family trips. The ability to block out several weeks without deadlines is helpful in that regard.	6/8/2021 1:58 PM
336	With all of our court imposed deadlines, the stress of meeting client expectations, and the stress of meeting firm business expectations, taking quality time off is absolutely the only way to avoid horrible mental and physical health from the practice.	6/8/2021 9:58 AM
337	The new maternity leave policy was a HUGE help and relief when my daughter was born. I was able to pause the major events in my cases and focus on being a mom.	6/7/2021 8:56 PM
338	Knowing that I did not have to hand my work over to someone else in order to take time out was extremely reassuring	6/7/2021 4:30 PM
339	Allowed me to get away from work and enjoy other interests with family.	6/7/2021 1:06 PM
340	Knowing that you do not need to put a last minute hearing on another associate or partner is very important for enjoying a vacation. Last minute hearings are frequent in workers' compensation due to our "rocket docket" procedure for certain medical motion appeals.	6/7/2021 12:42 PM
341	It is reassuring and more relaxing to take a vacation where you have put in secured leave versus taking a vacation where you have not because you feel like you have security should anything get scheduled or pop up.	6/7/2021 11:53 AM
342	Having a set time on my calendar where I knew no court appearances could occur is amazing. Guarantees vacation planning, etc.	6/7/2021 10:36 AM
343	Takes some of the stress out of planning a vacation.	6/7/2021 10:22 AM
344	I can take time off without worrying that I will be scheduled to respond to a Motion, etc. or appear before the Industrial Commission.	6/7/2021 10:19 AM
345	It is crucial to have control over a few weeks of your year without worry of scheduling conflicts to handle important areas of your personal life.	6/7/2021 9:45 AM
346	It made me feel like I could plan for time off.	6/7/2021 9:20 AM
347	It's nice to know your pre-planned vacation won't be interrupted.	6/7/2021 9:11 AM
348	Being able to block off a period of time where no state court action or deposition can be scheduled is a huge weight off your shoulders. Litigation is incredibly stressful and you need time to recharge.	6/7/2021 9:04 AM
349	On several occasions, I have been ordered to appear despite secured leave. Either opposing counsel noticed a hearing and will not consent to a continuance or a judge has required me to be present for a follow up hearing or trial.	6/7/2021 8:54 AM
350	Secure leave gives you the mental ease and comfort of knowing that neither a judge nor opposing counsel will schedule during that time.	6/7/2021 8:50 AM
351	Secure leave allows a respite that is extremely helpful.	6/7/2021 8:49 AM
352	Leaving the office for a set period of time permits me to balance work and life.	6/7/2021 8:45 AM
353	Freedom to take a vacation and not worry about having a hearing scheduled.	6/7/2021 8:44 AM
354	I did not have to worry about scheduling conflicts for planned trips and time away from the office.	6/7/2021 8:41 AM
355	Insured that I would not be placed on a trial calendar during my vacation which would have caused me stress	6/7/2021 8:41 AM
356	It is nice to get away from time to time.	6/7/2021 8:40 AM
357	It provided a sense of relief and security like nothing else.	6/7/2021 8:36 AM

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358	Recharge my personal batteries. Spend more time with spouse/family. Focus on matters of interest outside of the law.	6/5/2021 11:43 AM
359	Being able to attend conferences or take a personal family vacation without fear of needing to appear in court while away is wonderful at decreasing anxiety. I only wish that the leave also applied to briefing schedules that arise after leave has been filed.	6/1/2021 1:47 PM
360	Attorneys absolutely need periods of time that they can mentally "unplug" from their office and the courts.	6/1/2021 1:33 PM
361	It's very important to know that I will be able to take leave and actually take a break from my practice without worrying about being pulled into a case or a hearing while I'm out of the office. The benefit of being able to unplug from a couple of weeks is invaluable to preventing burnout.	6/1/2021 1:33 PM
362	While I'm still distressed about court, it's nice to know that other lawyers and the court can't fuck with me but so much.	5/27/2021 8:23 PM
363	Relax reset	5/27/2021 9:59 AM
364	You cannot have a life or family without it.	5/27/2021 9:57 AM
365	It is difficult to take a vacation if you are constantly at risk of having to appear in court. Secure allows an attorney more peace of mind when on vacation.	5/21/2021 2:17 PM
366	Gives the chance to recharge, depending on how long is available after the immediate need.	5/11/2021 2:34 PM
367	Just no stress ability to plan and take time away.	5/11/2021 10:32 AM
368	An essential break.	5/11/2021 8:19 AM
369	I am able to participate with my family without worrying about potential court issues knowing my cases will be continued or will not be set during that time.	5/10/2021 12:51 PM
370	I had a nominal time off not designated as SL; the time off was of tremendous benefit.	5/10/2021 12:17 PM
371	Very important to get away from work for an extended period to refresh and reset.	5/10/2021 11:53 AM
372	Secured leave gives me time to recharge and spend time with my family and travelling. It should be at least 30 days each year and not just on weekly increments.	5/10/2021 10:31 AM
373	Got to relax and reduce my stress level.	5/10/2021 9:48 AM

Q7 On a scale of 1 to 5, rate how user-friendly the current secure leave designation procedure is. (1 = anxiety-inducing, confusing, and stressful; 5 = sunshine and rainbows).

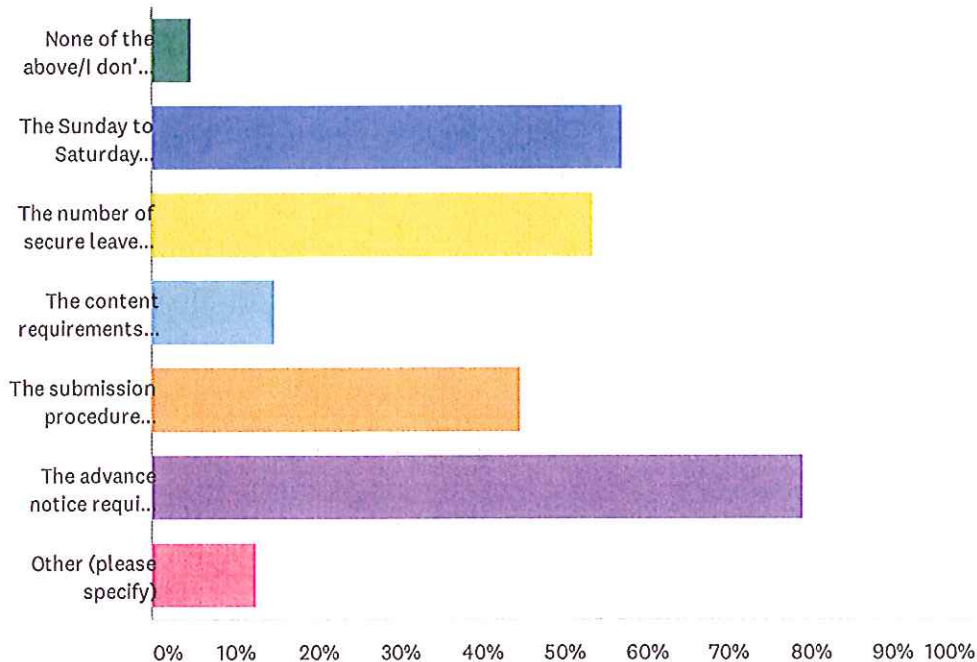
Answered: 805 Skipped: 153



	ANXIETY-INDUCING, CONFUSING, AND STRESSFUL	(NO LABEL)	(NO LABEL)	(NO LABEL)	SUNSHINE AND RAINBOWS	N/A	TOTAL	WEIGHTED AVERAGE
☆	18.14% 146	21.99% 177	32.92% 265	17.76% 143	6.46% 52	2.73% 22	805	2.72

Q8 What aspects of the secure leave rule should be changed, if any? Select all that apply:

Answered: 812 Skipped: 146



ANSWER CHOICES

RESPONSES

None of the above/I don't know	4.80%	39
The Sunday to Saturday "secure leave period" (which is currently one complete calendar week).	57.27%	465
The number of secure leave periods an attorney may designate during one calendar year (which is currently three).	53.82%	437
The content requirements for the designation of secure leave.	14.90%	121
The submission procedure prescribed for designation of secure leave.	45.07%	366
The advance notice required for designation of secured leave (which is currently (1) at least 90-days before the secure-leave period begins and (2) before a proceeding in any of an attorney's cases is scheduled for a time that conflicts with the secured-leave period).	79.31%	644
Other (please specify)	12.56%	102

Total Respondents: 812

#	OTHER (PLEASE SPECIFY)	DATE
1	It is impossible with the notice required to plan a vacation	6/29/2021 12:54 AM
2	We should be allowed to take more secure leave time and or longer secure leave.	6/28/2021 4:35 PM
3	The "one complete calendar week" requirement does not meet the needs of many if not most attorneys.	6/27/2021 11:19 AM
4	It would be great if we didn't have to do a separate form for every single county.	6/25/2021 6:56 PM
5	Having to notify eight million lawyers individually	6/25/2021 6:13 PM

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6	It's disappointing a mother on maternity leave can't get secured leave of even a minimum of 6 weeks.	6/25/2021 12:53 PM
7	Can't we have one form for the entire state?	6/25/2021 9:47 AM
8	Availability at administrative agencies	6/24/2021 8:04 PM
9	mailing a form to all jurisdictions where I have a pending case is super frustrating	6/24/2021 4:01 PM
10	Some Attorneys designate 1 day or part of a day at a time.	6/24/2021 2:16 PM
11	The lack of secured leave to cover even the most conservative of maternity leaves. I feel very strongly that this sets the wrong policy and values and needs to change. It is a hard enough time on female practitioners..	6/24/2021 12:41 PM
12	The way you provide everyone with notice is cumbersome for the attorney taking SL and for offices trying to keep track of opposing counsel's SL- you could easily miss a notice letter and I think some attorneys are slack about providing notice to opposing counsel like they are supposed to.	6/24/2021 11:28 AM
13	many attorneys abuse the process and do not restrict their time to three weeks; a cumulative accounting must be implemented . for example -the duty to disclose the other periods of secured leave taken in one year .	6/24/2021 11:15 AM
14	Secured leave should not be filed at the courthouse. It should not be public record	6/24/2021 11:11 AM
15	Mailing to all involved parties/attorneys is costly. Email should be another option, or some sort of computer managed database.	6/24/2021 10:15 AM
16	in CA, we simply give a Notice of Unavailability DIRECTLY to the opposing parties in our cases, we do not have to provide it in any way to court, nor are we limited to any number of days or weeks.	6/24/2021 10:04 AM
17	Procedures clarified.	6/24/2021 10:01 AM
18	Notification procedure for each county. I work in all countries	6/24/2021 9:35 AM
19	I utilize short periods (2-3) days and not really how it's intended. The long 90 day notice is quite difficult to accomodate at times and service on all counsel by snail mail is a HUGE time suck. I'd like service by email become standard.	6/24/2021 9:32 AM
20	Specifically, the 90 day window is ridiculous. What happens if you have a new case that you get dropped in on? You should file secure leave with the bar and then it applies to all cases you get dragged into.	6/24/2021 9:21 AM
21	Vagueness/lack of clarity in whether secure leave periods may be taken consecutively	6/24/2021 9:14 AM
22	I'd scrap the whole thing and start from scratch. Attorneys should be able to take as much h leave as they feel they need and the Bar and the courts should encourage that. In a high stakes, high pressure job, relaxation and mental health time are important.	6/24/2021 9:10 AM
23	allowing email notification without a wet signature; AOC form	6/24/2021 8:15 AM
24	The enforcement of it by trial Judges. I had properly put in for secured leave and, because my trial that had been predicted to be 4-5 days was looking like it was possibly going to surpass 10, the judge deferred ruling on suspending proceedings. The COA wouldn't rule either. Very disappointing and stressful while in a trial.	6/24/2021 8:12 AM
25	More pronounced enunciation of advance notice period. It is abused by attorneys.	6/24/2021 7:01 AM
26	I have rarely claimed secure leave, but I would like to take a sabbatical	6/24/2021 3:51 AM
27	To reiterate - the biggest issue is the requirement for an entire week	6/23/2021 2:50 PM
28	Most attorneys do not follow the "Sun-Sat" rule - they block off days or weeks or whatever they want and not usually 90 days in advance. More uniformity would be helpful to ensure fairness.	6/23/2021 1:00 PM
29	Clarify that it's okay to send to other attorneys via email	6/23/2021 12:28 PM
30	I never get a "response" from the county on my secured leave, so I just send it off and hope it	6/22/2021 4:54 PM

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was received, I'm never quite sure. All of the above items are also stressful (limited amount, fixed period of Monday - Friday, etc.)

31	Timing can be challenging since I don't always plan ahead well, but the courts need to be able to plan as well.	6/22/2021 3:24 PM
32	Secure leave for the birth or adoption of a child should be made available with differing length and notice requirements (for example, adoption finalization may occur with very little notice).	6/21/2021 2:05 PM
33	I rarely use secured leave. It's more trouble than its worth.	6/21/2021 11:26 AM
34	There should one system that is used statewide and accessible by all attorneys and court personnel.	6/18/2021 12:52 PM
35	The fact that I have to take an entire block of time when sometimes it is easier to use parts of the one week spread out	6/16/2021 5:37 PM
36	requirement of a full week as opposed to one day	6/16/2021 3:56 PM
37	Allowing at any time so long as nothing is already scheduled. You cannot easily plan 90 days ahead!	6/16/2021 3:48 PM
38	sometimes the need for secure leave comes up less than 90 days prior to the dates needed, rendering the current system unusable.	6/16/2021 3:32 PM
39	The 90 day notice is too long. Things come up and as long as it doesn't conflict with something already scheduled I do not think this kind of advanced notice should be required.	6/16/2021 1:20 PM
40	The submission procedure is somewhat cumbersome in the sense of needing to notify all attorneys of it, but primarily it is the limit of three weeks, 90 days advance notice, and forced full week periods. Many times I have wanted to secure a Friday or Monday, or had an opportunity come up on short notice and I was unable to be certain I would not have a problem.	6/16/2021 12:04 PM
41	Maternity leave needs to be addressed	6/16/2021 12:00 PM
42	Judges should be required to honor Secured Leave or be subject to judicial sanctions.	6/16/2021 11:26 AM
43	Increase # of weeks for secured leave.	6/16/2021 11:16 AM
44	In general, I believe we should have more than three weeks of time that we can designate per year. This may not even be to take time off but just to catch up on non-litigation matters. I believe we should also be able to designate just a portion of a week if that's all we need. I understand why there might be some constraint on what days are utilized but perhaps there is a middle ground such as taking leave in at least three days blocks or something along those lines. As for advance notice, while I generally would hope that I have 90 days notice for a vacation, stuff happens and sometimes I don't. When it comes to anything other than vacation (ex. important life events, sickness, etc.), 90 days is just not workable. I understand the balance of keeping courts moving but if we say we want to be an industry with work-life balance, something has to give.	6/16/2021 11:15 AM
45	Also, I feel I must send notice to other attorneys. Takes time.	6/16/2021 11:12 AM
46	the quantity of days allowed should INCREASE	6/16/2021 11:10 AM
47	We should be able to take individual days of secured leave or at least 2 day blocks. sometimes you only need to be out a day or two. having to reserve an entire week is frustrating.	6/16/2021 11:06 AM
48	Having to serve all parties when I have so many cases pending.	6/16/2021 10:50 AM
49	The lack of designation for medical or parental leave	6/16/2021 10:07 AM
50	People often mis-use and say particular days. Secure Leave should allow for periods other than complete calendar weeks.	6/15/2021 7:00 PM
51	The advance notice, the secured leave period, and the amount of time allowed is all severely lacking and contributes to lawyers' poor mental health.	6/15/2021 6:52 PM
52	should have a centralized electronic method	6/15/2021 5:25 PM
53	Multiple Forums	6/15/2021 4:35 PM

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54	Consecutive week designations should be allowed. Courts should be prohibited from requiring a lawyer to proceed to trial the week they return from secured leave, and perhaps longer. The certification that there are no cases scheduled for trial should be done away with as well since many courts schedule trial dates after an answer is filed, which cuts out so many opportunities for time away.	6/15/2021 3:26 PM
55	I practice in multiple counties and judicial districts. There should be a modification stating that the notice need only be filed in my home county, rather than the multitude of counties where I have cases pending.	6/15/2021 1:30 PM
56	Should be expanded throughout the court system to include the Industrial commission and any other forum not currently covered.	6/15/2021 11:48 AM
57	It is sometimes hard to tell if your secured leave has been approved	6/15/2021 11:46 AM
58	3 secured leave periods per year is simply not enough. I can't foresee widespread abuse of secured leave if we were allowed to take 4 or more leave periods (economic concerns would regulate that, for both employed and self-employed attorneys. Having practiced for 28 years, I have never encountered a case where the state would have been prejudiced by having less notice. What about changing to 45 or 60 days notice? And could we take a 2 or 3 day leave so we don't have to use one of the three full weeks when taking a long weekend?	6/15/2021 10:53 AM
59	impossible to know in advance when family member will be sick or die	6/15/2021 10:49 AM
60	We need more flexibility in securing our leave. Most of the time, attorneys are not taking one full week, but rather, maybe two days out of multiple weeks so that it is not so difficult on the office.	6/15/2021 10:49 AM
61	It is super time consuming to collect all addresses for current opposing counsels and send OC's letters in the mail of this. Would be easier to send via email.	6/15/2021 9:55 AM
62	Attorneys need to be held to the existing requirements. Sometimes used as a tactic	6/15/2021 9:39 AM
63	Have it apply for federal and administrative courts too	6/15/2021 9:14 AM
64	When emergencies arise you may not have 90 days notice	6/14/2021 9:44 PM
65	The fact that the State can schedule you for trial the day after you return from secured leave	6/14/2021 4:09 PM
66	Federal courts don't seem to abide by this anymore.	6/14/2021 3:51 PM
67	Limitation to 3 weeks is ridiculous should be 5 weeks at a minimum. There should be a number of days allocated that a person can secure without having to take an entire week off. Attorneys should be able to secure a long weekend should they desire. As long as nothing has been calendared and, or opposing counsel does not oppose, a 90 day notice should be waived.	6/14/2021 3:23 PM
68	Needs a standardized form for statewide use in all counties/districts, and I would reduce the notice period to 45-60 days. Additionally, it would be nice to add 2-3 days per year for CLE and professional development.	6/14/2021 3:13 PM
69	This might count as the number of secure leave periods, but my concern is the max amount of time; I wish it were possible to take off the full month of December.	6/14/2021 2:48 PM
70	I wish there was electronic service of the notice to clerks, DAs, and appellate courts.	6/14/2021 2:25 PM
71	The process for securing leave if it's within 90 days of the beginning of the period. At least 12 weeks should be afforded to attorneys who need to take care of a sick or elderly family member.	6/14/2021 2:25 PM
72	I've take entire weeks to make sure I could attend long weekend functions. If making portions of weeks is unmanageable then an additional week, at a minimum, should be added.	6/14/2021 2:00 PM
73	Having to notify all other attorneys via the mail and ensuring they've all been notified	6/14/2021 1:18 PM
74	Having to submit secured leave notice in individual counties is cumbersome.	6/14/2021 1:03 PM
75	Perhaps a provision that an attorney can seek secured leave within the 90 day period if the attorney has the written consent of opposing counsel in cases that are in litigation.	6/14/2021 12:58 PM
76	Because of unanticipated events such as family emergencies, it is difficult to predict far in advance when leave may be required. And the number of days required for leave may be fewer	6/14/2021 12:44 PM

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or far fewer than 5, but the current system requires a whole-week designation--resulting in an over-count at some periods and a lack of availability at others.

77	All of it. It is a waste of time. Matters should be scheduled by agreement among the parties. If they cannot agree, then the court should schedule the event and liberally allow continuances (save trial) to accommodate all schedules. The concept of secure leave is risible.	6/14/2021 12:37 PM
78	Every time I've applied for secure leave, the NCIC has still scheduled a hearing during that time. It's frustrating to follow the protocols and still not receive secure leave.	6/14/2021 12:36 PM
79	All seems pretty confusing/statute is hard to read. I don't like the time requirements	6/14/2021 12:31 PM
80	The 90-day notice period creates barriers for women and anyone with health issues. Especially when you can't predict the birth of a child - the expected due date, which often changes. Health issues come up without notice.	6/14/2021 12:29 PM
81	Prevents an attorney from properly using when unexpected events come up.	6/14/2021 12:27 PM
82	There should be an extended process for the parents of newborns.	6/14/2021 12:26 PM
83	We should move away from paper documents and allow this to be sent/filed by email or some other digital procedure.	6/14/2021 12:23 PM
84	You should be able to do it by just emailing court and opposing counsel.	6/14/2021 12:22 PM
85	Would prefer a more streamlined approach to notifying other attorneys instead of serving opposing counsel in every matter	6/14/2021 12:15 PM
86	Complete weeks required rather than days off	6/14/2021 12:10 PM
87	It is extremely difficult to know when I might need a vacation 90 days in advance!	6/14/2021 12:10 PM
88	Sending copies to opposing counsel is worthless. No one keeps track of someone else's time and it is time consuming to send letter to everyone. We should be able to designate with the courts and there should be an online database or way to look and see if someone is on secured leave. Really important- secured leave should include notice requirements in litigation- I have returned from secured leave to learn that I have a deposition scheduled or discovery issued.	6/14/2021 12:09 PM
89	We need more of it	6/14/2021 12:06 PM
90	Create a universal form that can be adopted by state courts/local courts/NCIC and filed in a central location.	6/11/2021 5:34 PM
91	The procedures are ambiguous and fairly confusing and practices vary widely among attorneys. It seems that in this day and age, we should be able to have a centralized database with a quick, online designation process.	6/7/2021 8:57 PM
92	getting judges and parties to actually adhere to secured leave, when it is granted	6/7/2021 2:26 PM
93	Providing notification to all attorneys you have a case with	6/7/2021 10:19 AM
94	It is very cumbersome administratively.	6/7/2021 8:54 AM
95	Please know that it is extremely difficult to plan vacations and the like several months out and completely prevents attorneys from taking advantage of last minute discounts when their schedule otherwise allows them to be out of the office.	6/7/2021 8:49 AM
96	We should be able to designate DAYS for secured leave and not Sunday to Saturday. Often my holiday does not start on the weekend or it runs over the weekend but not two full weeks. Also, for the Jewish holidays it would be nice to have the ability to designate one or two days of secured leave.	6/7/2021 8:45 AM
97	Secure leave of less than a full week	6/7/2021 8:41 AM
98	It should be abolished; it's silly.	6/7/2021 8:35 AM
99	It should apply to briefing schedules/due dates that arise after leave has been filed. Should also be clear that opposing counsel can't just insist that someone else in your office handle matters while you are on leave.	6/1/2021 1:47 PM
100	Some courthouses made me use secured leave for maternity leave and a clerk informed me	5/26/2021 9:27 PM

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that my 9 week leave was "too long"

101

More periods, by the day, 30 days in advance

5/12/2021 10:20 AM

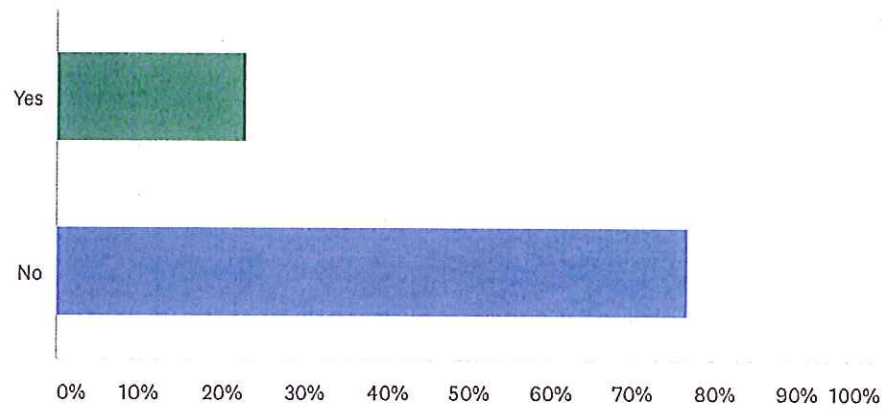
102

Should be 20 days, any periods of 2 or more days, 60 days notice

5/10/2021 11:53 AM

Q9 Have you ever wanted secure leave from a federal court?

Answered: 813 Skipped: 145



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

23.00%

77.00%

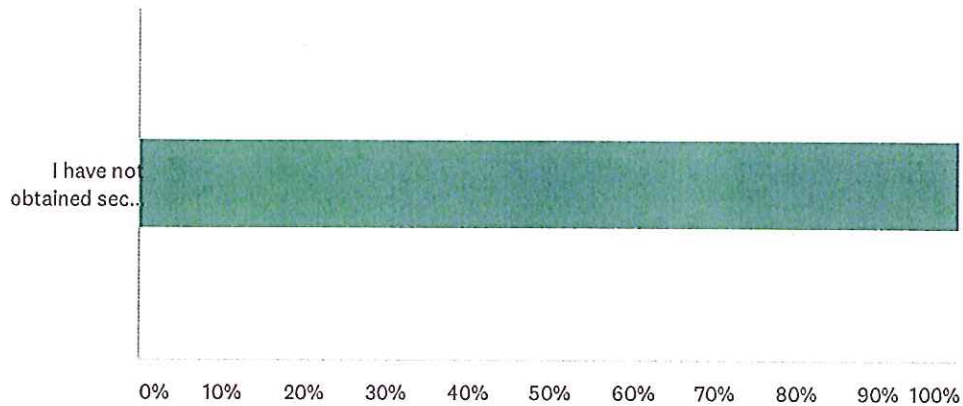
187

626

813

Q10 If you were successful obtaining secure leave from a federal court, please identify the federal court and describe the steps you took to obtain secure leave:

Answered: 769 Skipped: 189



ANSWER CHOICES

I have not obtained secure leave from a Federal Court

TOTAL

RESPONSES

100.00%

769

769

#	DESCRIPTION:	DATE
1	I do not believe that secure leave would be necessary if the courts would consult with the attorneys before a trial date is set. Such a consultation could easily occur at an in-person (or videoconferenced) status hearing. For example, in DC, a trial date is not set in federal or state court without first consulting the attorneys during a status hearing or scheduled by a judicial clerk in consultation with the attorneys. When the attorneys are actually asked in advance before a trial date is set, then a secure leave request is not necessary because everyone scheduled the trial date together in the first instance. I find NC's system of setting dates without consulting the involved attorneys and requiring attorneys to figure out their ever-shifting calendars and spending client resources on drafting a secure leave request to be extremely inefficient for the clerk's time, the attorney's time and the client's resources. It also results in needless filings.	6/29/2021 5:37 PM
2	I can't even remember all the steps involved. What I do remember very clearly is a District Court judge in South Carolina asking that we hold a hearing during the secure leave period anyway. I don't want to attend any more mental health and "wellness" CLEs or hear anything about "work life balance" until people start respecting the secure leave policies that already exist.	6/25/2021 6:56 PM
3	N/A	6/24/2021 7:20 PM
4	I rarely have appeared in Federal Court.	6/24/2021 4:52 PM
5	NC Middle District. Sent same request, different header.	6/24/2021 3:31 PM
6	I had to count on my relationships with the federal court and use continuances to protect the time	6/24/2021 11:47 AM
7	informed the judge before whom the case was pending	6/24/2021 11:25 AM
8	I secured a 10 day leave period for a trip to Italy from the Northern District of Georgia pursuant to a local civil rule there.	6/24/2021 9:31 AM

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9	Western, Eastern and Middle Districts of North Carolina; District of South Carolina	6/24/2021 8:25 AM
10	Irrelevant. I do not practice there.	6/24/2021 7:01 AM
11	Judge told my office "we don't observe that in federal court" and gave me 72 hours to appear (I told him I was flying back Tuesday PM and he ordered me to appear on Wed. AM first thing).	6/23/2021 1:00 PM
12	I was not aware of the concept being available in federal court.	6/22/2021 3:24 PM
13	I filed a document titled "Notice of Unavailability" and attached a secure leave form that I had filed in a local state court. I acknowledged in my filing that the federal courts did not have a parallel secure leave procedure, but let the court know that I had travel plans and I would appreciate it not scheduling any proceedings during my secure leave period.	6/22/2021 2:40 PM
14	While I have not obtained secure leave per se from a federal court, in my experience some federal judges (but not all) have been willing to honor existing secure leave requests in state court when scheduling federal proceedings.	6/22/2021 11:31 AM
15	I have only gotten the court to move a hearing after filing a motion.	6/22/2021 11:28 AM
16	I was told to submit the secure leave from State Court that would not be recognized, but would be noted should something come up.	6/21/2021 12:04 PM
17	forget it, Zeus controls.	6/18/2021 12:54 PM
18	N/A	6/16/2021 4:14 PM
19	Federal Court won't honor secured leave notices because of the use of individual DSO/ Rule 26 procedures.	6/16/2021 12:18 PM
20	I do not practice in federal court	6/16/2021 11:29 AM
21	The SC District Court has a simple process where you simply file a Request for Protection via ECF.	6/16/2021 10:50 AM
22	I have never tried, although I have wanted to.	6/16/2021 9:13 AM
23	My federal practice is not significant enough to the point that I have required secure leave.	6/15/2021 7:00 PM
24	I have been able to work out leaves amicably with OC bi-laterally.	6/15/2021 5:25 PM
25	I routinely practice in the Federal Western District of North Carolina--Asheville Division and, though federal court does not recognize secured leave, if I get a case where a court appearance may occur on a period of secured leave, I routinely file a notice or a motion to continue and just cite the state rule and that I am on vacation that has been planned for some time and will usually be out of state. I typically have not had an issue (knock on wood).	6/15/2021 3:11 PM
26	No longer practice in the Federal courts, but when I did was concerned I could be called to a hearing when I was out of town on leave.	6/15/2021 3:00 PM
27	Generally there has been agreement amongst parties or a judge signing off on an officially filed request.	6/15/2021 2:22 PM
28	I was set for trial during Covid and moved it to July, 2021 on joint motion with opposing counsel.	6/15/2021 2:12 PM
29	There is currently no secured leave for federal criminal cases. I have to file motions to continue in each individual case, which is unduly burdensome	6/15/2021 1:30 PM
30	may be applicable in the future	6/15/2021 11:48 AM
31	I was not successful in obtaining leave, so I simply put the opposing counsel on notice in the same manner in which we provide notice in state court.	6/15/2021 11:22 AM
32	Western District- filed notice of unavailability during maternity leave. Out of caution, I obtained "consent/no opposition" from prosecutors.	6/15/2021 9:47 AM
33	To my knowledge it's not available for immigration court.	6/15/2021 9:14 AM
34	Sometimes WDNC acknowledges it, but not always.	6/14/2021 3:51 PM
35	Notified the Court of unavailability during particular period	6/14/2021 1:33 PM

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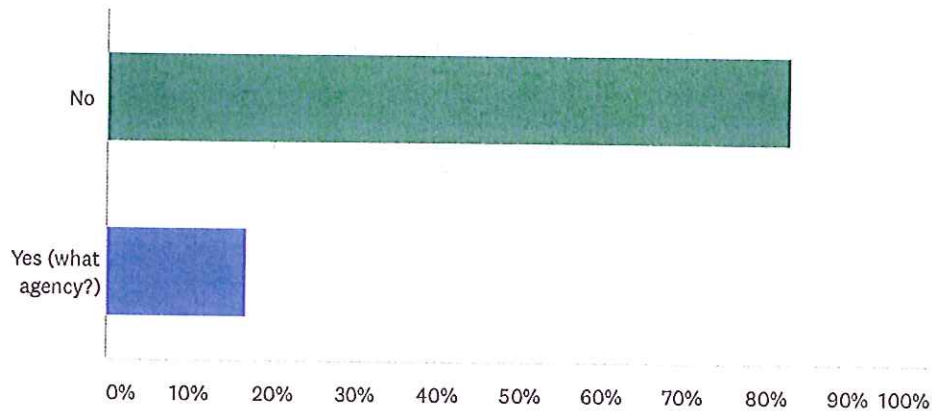
36	I mean, I tried	6/14/2021 12:49 PM
37	As I recall, I requested it in a written request/motion in the Western District, and was told consideration would be given to the request, but that there was not a formal process or obligation for the Court to grant it. I did not have any issues with scheduling as a result of the request, but I wouldn't define it as having been "secure leave." This was as close to a secure leave as I have gotten in Federal Court. This seems to be more of a judge by judge, case by case and jurisdiction by jurisdiction consideration.	6/14/2021 12:49 PM
38	I have been told on multiple occasions that it does not apply and will not be considered. It is easier to fly home for a one hour hearing than to cancel an entire vacation with the family, house rental, activities planned etc.	6/14/2021 12:42 PM
39	The court merely informed us that it was not available and it was up to the judge as to whether we would be relieved from any court scheduling that week.	6/14/2021 12:35 PM
40	I have not obtained secured leave from Federal Court, but the Federal Court has graciously moved a trial date to accommodate my request for maternity leave in response to my Motion to Amend the Case Management Deadlines. However, I still feel enormous pressure to continue working throughout my maternity leave since my cases are not stayed, which means I can't really take maternity leave without working even through the trial date was at least moved. The discovery period and dispositive motions deadlines are still in place - so I still plan to be working right after my baby is born. Daycares will not accept newborns until they are 6 weeks old, and recovery time is different for everyone.	6/14/2021 12:29 PM
41	I have just worked with AUSAs and they have been very professional about scheduling around my vacation time and medical treatment.	6/14/2021 12:28 PM
42	I file a notice of unavailability like the other lawyers in my district (WDNC), but I don't know if it would really work. I've had many vacations disrupted by my federal court practice in WDNC. It has taken a huge toll on my life and my family because I can never be sure I won't have a trial.	6/14/2021 12:22 PM
43	I have notified Federal Court of State Court secured leave, but have never obtained secured leave from Federal Court.	6/14/2021 12:18 PM
44	Federal Court's have honored my state secured leave but that was on a judge by judge basis.	6/14/2021 12:15 PM
45	I recently had a federal trial scheduled during middle of secure leave. I moved for and was granted a continuance; but I am not sure if it was "just for vacation," the continuance would have been granted.	6/14/2021 12:14 PM
46	My husband practices in federal court as a criminal defense attorney. We had secured leave to attend a week-long family vacation with his whole extended family, and he filed in state court at least 90 days early. The federal judge would not honor it and he ended up having to leave after 2 days to drive home for a trial.	6/14/2021 12:10 PM
47	I very rarely practice in federal court, if at all.	6/14/2021 12:10 PM
48	I have no idea how to even go about doing this, but I agree it's an issue I've thought/worried about	6/14/2021 12:06 PM
49	I tried many years ago and when I did the court used the dates requested as the trial date.	6/8/2021 9:58 AM
50	It is my understanding this doesn't exist. This is, quite frankly, the most frustrating part of secure leave. It's not very secure if you practice in federal court.	6/7/2021 10:36 AM
51	I was not. I notified opposing counsel and asked for consideration.	6/7/2021 9:20 AM
52	I have a vague recollection of asking for and receiving permission for secure leave from federal court many years ago.	6/7/2021 9:04 AM
53	USDC for the Middle District of NC	6/5/2021 11:43 AM
54	Have not had this happen yet, but it certainly could and I would hope that my NC leave would be recognized by any NC opposing counsel involved in a case pending in federal court or any federal courts where I have a case pending as well.	6/1/2021 1:47 PM
55	I had secured leave in State Court and when my Federal Court case was set in that time period, I filed a motion to continue citing my secured leave and it was granted.	5/27/2021 10:30 AM

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56	Bankruptcy court: the Trustee and Court simply scheduled around time filed for.	5/11/2021 2:34 PM
57	Requested scheduling protecting from Judge during initial scheduling conference.	5/10/2021 11:53 AM

Q11 Have you ever wanted secure leave from a state or federal administrative agency? If yes, what agency?

Answered: 806 Skipped: 152



ANSWER CHOICES

RESPONSES

No	83.00%	669
Yes (what agency?)	17.00%	137
TOTAL		806

#	YES (WHAT AGENCY?)	DATE
1	OAH	6/29/2021 1:32 PM
2	North Carolina Industrial Commission	6/28/2021 10:16 PM
3	NCIC	6/28/2021 9:03 PM
4	Catawba County	6/28/2021 7:20 PM
5	North Carolina Industrial Commission	6/28/2021 3:04 PM
6	My job	6/25/2021 8:50 AM
7	Office of Administrative Hearings	6/25/2021 6:01 AM
8	OAH	6/24/2021 8:58 PM
9	NC Utilities Commission	6/24/2021 8:04 PM
10	DMV hearings	6/24/2021 2:22 PM
11	OAH	6/24/2021 1:21 PM
12	NC Industrial Commission	6/24/2021 12:41 PM
13	OAH	6/24/2021 11:25 AM
14	Utilities Commission	6/24/2021 10:53 AM
15	NC Licensing Board for General Contractors	6/24/2021 10:01 AM
16	District Attorney's office	6/24/2021 9:41 AM
17	Industrial Commission	6/24/2021 8:48 AM
18	Office of Administrative Hearings	6/24/2021 8:18 AM

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19	IC	6/23/2021 2:50 PM
20	DHHS - Medicaid appeals.	6/22/2021 4:54 PM
21	State Board of Elections	6/22/2021 11:31 AM
22	The North Carolina Office of Administrative Hearings	6/21/2021 2:05 PM
23	North Carolina Industrial Commission	6/21/2021 1:30 PM
24	Social Security Administration	6/21/2021 12:04 PM
25	Industrial Commission	6/18/2021 2:15 PM
26	Office of Administrative Hearings, Medical Board, Nursing Board	6/18/2021 1:08 PM
27	Office of Administrative Hearings	6/18/2021 12:58 PM
28	Zoning Boards	6/18/2021 12:54 PM
29	Social Security Administration	6/16/2021 3:03 PM
30	NC Department of Agriculture	6/16/2021 11:51 AM
31	Industrial Commission	6/16/2021 10:28 AM
32	Army	6/15/2021 9:04 PM
33	Industrial commission	6/15/2021 7:00 PM
34	EEOC, NC DOL, US DOL	6/15/2021 5:25 PM
35	Superior Court	6/15/2021 4:11 PM
36	NCIC	6/15/2021 3:40 PM
37	Social Security Administration	6/15/2021 2:20 PM
38	NC Industrial Commission	6/15/2021 2:00 PM
39	NC DMV	6/15/2021 1:43 PM
40	DMV and police agencies, DSS	6/15/2021 1:07 PM
41	OAH	6/15/2021 12:47 PM
42	Social Security Administration	6/15/2021 12:47 PM
43	Industrial Commission	6/15/2021 12:45 PM
44	Industrial Commission	6/15/2021 11:31 AM
45	NCIC	6/15/2021 11:22 AM
46	NC Industrial Commission	6/15/2021 11:00 AM
47	Social Security Admin	6/15/2021 10:54 AM
48	Industrial Commission	6/15/2021 10:46 AM
49	North Carolina Industrial Commission	6/15/2021 9:16 AM
50	EOIR and DHS	6/15/2021 9:14 AM
51	SSA	6/15/2021 7:17 AM
52	Industrial commission	6/15/2021 5:38 AM
53	DMV Hearings	6/14/2021 6:48 PM
54	NC Industrial Commission	6/14/2021 4:36 PM
55	Industrial Commission	6/14/2021 4:33 PM
56	Uscis /DHS/EOIR	6/14/2021 4:27 PM

North Carolina State Bar - Secure Leave Survey

57	NC DMV	6/14/2021 4:09 PM
58	NC Industrial Commission	6/14/2021 3:38 PM
59	Social Security Hearings	6/14/2021 3:22 PM
60	North Carolina Industrial Commission	6/14/2021 3:13 PM
61	Industrial Commission	6/14/2021 2:00 PM
62	NC Industrial Commission	6/14/2021 1:38 PM
63	NC Industrial Commission	6/14/2021 1:31 PM
64	Executive Office of Immigration Review	6/14/2021 1:29 PM
65	North Carolina Industrial Commission	6/14/2021 1:28 PM
66	Industrial commission	6/14/2021 1:27 PM
67	Social Security Administration	6/14/2021 1:18 PM
68	Industrial Commission	6/14/2021 1:18 PM
69	Industrial Commission	6/14/2021 1:18 PM
70	DHHS administrative hearings, OAH	6/14/2021 1:16 PM
71	North Carolina Industrial Commission	6/14/2021 1:13 PM
72	Industrial Commission	6/14/2021 1:09 PM
73	Industrial Commission	6/14/2021 1:06 PM
74	Industrial Commission	6/14/2021 1:04 PM
75	NCIC	6/14/2021 1:01 PM
76	Ncic	6/14/2021 12:59 PM
77	Industrial Commission	6/14/2021 12:58 PM
78	North Carolina Industrial Commission	6/14/2021 12:58 PM
79	Social Security Administration	6/14/2021 12:55 PM
80	District and Superior Courts	6/14/2021 12:52 PM
81	DMV	6/14/2021 12:52 PM
82	Industrial Commission	6/14/2021 12:51 PM
83	Industrial Commission	6/14/2021 12:50 PM
84	Social Security	6/14/2021 12:49 PM
85	North Carolina Industrial Commission	6/14/2021 12:49 PM
86	Industrial Commission	6/14/2021 12:49 PM
87	Industrial Commission	6/14/2021 12:42 PM
88	DES	6/14/2021 12:40 PM
89	NC Industrial Commission	6/14/2021 12:36 PM
90	Industrial Commission	6/14/2021 12:33 PM
91	Industrial Commission	6/14/2021 12:33 PM
92	Eeoc	6/14/2021 12:30 PM
93	Industrial Commission	6/14/2021 12:30 PM
94	EEOC, NC DOL, other federal agencies	6/14/2021 12:29 PM

North Carolina State Bar - Secure Leave Survey

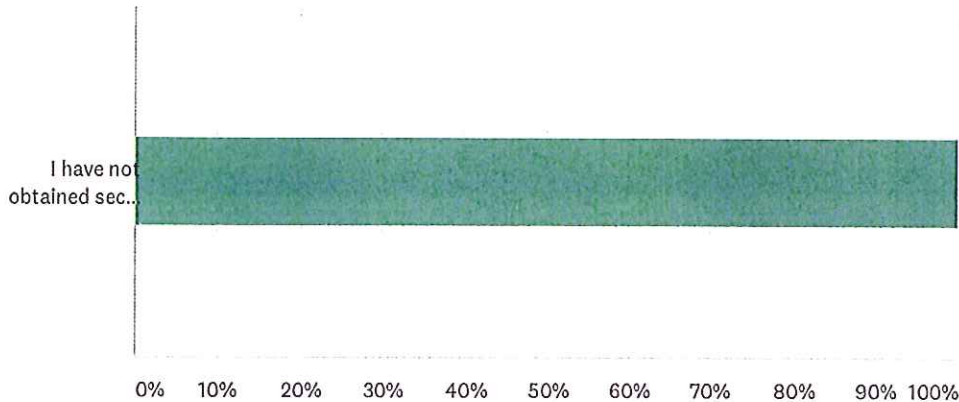
95	Industrial Commission	6/14/2021 12:28 PM
96	DAs office	6/14/2021 12:28 PM
97	NC Industrial Commission	6/14/2021 12:25 PM
98	Industrial Commission	6/14/2021 12:24 PM
99	OHO Social Security IC- NC	6/14/2021 12:19 PM
100	Industrial commission	6/14/2021 12:15 PM
101	Office of Administrative Hearings	6/14/2021 12:15 PM
102	Social security administration	6/14/2021 12:12 PM
103	NC Industrial Commission	6/14/2021 12:12 PM
104	OAH	6/14/2021 12:11 PM
105	social security	6/14/2021 12:09 PM
106	Industrial commission	6/14/2021 12:09 PM
107	NC Industrial Commission	6/14/2021 12:09 PM
108	Social Security Administration hearings	6/14/2021 12:08 PM
109	Industrial Commission	6/14/2021 12:08 PM
110	Industrial Commission	6/14/2021 12:08 PM
111	USCIS, EOIR	6/14/2021 12:07 PM
112	BLET Certification hearing	6/14/2021 12:07 PM
113	Industrial Commission	6/14/2021 12:06 PM
114	Industrial Commission	6/14/2021 12:05 PM
115	Industrial Commission	6/14/2021 12:05 PM
116	North Carolina Industrial Commission	6/14/2021 12:05 PM
117	NC Industrial Commission	6/14/2021 12:05 PM
118	NCIC	6/11/2021 5:34 PM
119	North Carolina Industrial Commission	6/8/2021 12:13 PM
120	Office of Administrative Hearings	6/7/2021 8:57 PM
121	North Carolina Industrial Commission	6/7/2021 2:26 PM
122	Industrial Commission	6/7/2021 1:22 PM
123	Industrial Commission	6/7/2021 12:42 PM
124	NC Industrial Commission	6/7/2021 11:28 AM
125	NC Industrial Commission	6/7/2021 10:22 AM
126	Industrial Commission	6/7/2021 10:19 AM
127	North Carolina Industrial Commission	6/7/2021 9:45 AM
128	North Carolina Industrial Commission	6/7/2021 9:22 AM
129	Industrial Commission	6/7/2021 9:07 AM
130	NC Industrial Commission	6/7/2021 8:49 AM
131	Industrial Commission	6/7/2021 8:48 AM
132	Industrial Commission	6/7/2021 8:44 AM

North Carolina State Bar - Secure Leave Survey

133	Industrial Commission	6/7/2021 8:41 AM
134	Industrial Commission	6/1/2021 1:33 PM
135	Industrial Commission	5/27/2021 9:59 AM
136	Industrial Commission	5/25/2021 11:32 AM
137	DMV	5/10/2021 11:46 AM

Q12 If you were successful obtaining secure leave from an administrative agency, describe what steps you took to obtain secure leave.

Answered: 699 Skipped: 259



ANSWER CHOICES

I have not obtained secure leave from an administrative agency.

RESPONSES

100.00% 699

TOTAL

699

#	DESCRIPTION:	DATE
1	I filed a Motion with the Industrial Commission at least 90 days in advance outlining the required elements.	6/28/2021 10:16 PM
2	I filed a request for secure leave, 90 days in advance, with the NCIC.	6/28/2021 9:03 PM
3	Filed and noticed District Attorney and clients	6/28/2021 7:20 PM
4	The steps are quite similar to state court and share the same frustrating issues.	6/28/2021 3:04 PM
5	Completed form, made copies and distributed	6/25/2021 8:50 AM
6	Submitted the required form	6/25/2021 6:01 AM
7	I filled out the secured leave form	6/24/2021 8:58 PM
8	Not available	6/24/2021 8:04 PM
9	N/A	6/24/2021 7:20 PM
10	The DMV hearing officer simply rescheduled based on my filed secured leave.	6/24/2021 2:22 PM
11	Yes	6/24/2021 1:21 PM
12	Same steps as state court served by mail on the IC.	6/24/2021 12:41 PM
13	followed same practice as before NC state courts	6/24/2021 11:25 AM
14	Submission similar to the court system.	6/24/2021 8:48 AM
15	Wrote a motion and notice and it was promptly approved.	6/24/2021 8:18 AM
16	You survey is defective here. You should have a "Not Applicable" option.	6/24/2021 7:01 AM
17	I didn't know it was possible/didn't ask.	6/22/2021 4:54 PM
18	It has varied, but as I recall I sent a letter to the Chief ALJ and also had to file individual secured leave requests in each of my matters in OAH.	6/21/2021 2:05 PM

North Carolina State Bar - Secure Leave Survey

19	I submitted a request for a 12-week maternity leave for the birth of my child. I submitted a request to the Chair of the Commission and referenced Rule 26 of the General Rules of Practice in support thereof.	6/21/2021 1:30 PM
20	What is required by the rules	6/18/2021 2:15 PM
21	I did it, like I did in Superior Court. I assume it was effective, because nothing was scheduled during that time	6/18/2021 12:58 PM
22	I submitted my NC secure leave form, which was accepted.	6/16/2021 3:03 PM
23	I ended up withdrawing from the matter before I was required to provide notice of secured leave.	6/16/2021 11:51 AM
24	Don't practice there.	6/16/2021 11:29 AM
25	I followed the same procedure.	6/16/2021 10:28 AM
26	In a motion to continue, I asked that it be continued beyond a certain point so and let the court know why (a 3 week secure leave/vacation out of state). My request was granted.	6/15/2021 7:00 PM
27	Too long ago to remember	6/15/2021 4:11 PM
28	I complied with the IC rule and was granted the leave.	6/15/2021 3:40 PM
29	Never practiced in this type of law.	6/15/2021 3:00 PM
30	The IC's rules are very similar to state court.	6/15/2021 2:00 PM
31	I obtained secure leave from the state, then called my local hearing office, and they let me send in the approved notice and said they would honor it.	6/15/2021 12:47 PM
32	Same steps as state	6/15/2021 12:45 PM
33	May be applicable in the future	6/15/2021 11:48 AM
34	Just submitted request online. Very simple	6/15/2021 11:31 AM
35	Motion	6/15/2021 11:22 AM
36	Sent a letter	6/15/2021 11:00 AM
37	I had to file a notice 6 months in advance, which is very hard to do and there is no approval process. You just have to hope they honor your request.	6/15/2021 10:54 AM
38	Standard notice,	6/15/2021 10:46 AM
39	I used the same notice that I used for superior Court and the NCIC approved it until they could finalize their own rule.	6/15/2021 9:16 AM
40	I filed a motion with the chairman of the Industrial Commission the problem is it takes a long time to get a response	6/15/2021 5:38 AM
41	I was unsuccessful.	6/14/2021 6:48 PM
42	The timing - not enough advance notice time to request leave.	6/14/2021 4:47 PM
43	submitted it in writing to the NC Industrial Commission. I found them to be fair to work with.	6/14/2021 4:36 PM
44	On multiple occasions, I have turned in a designation to the NC Industrial Commission, and it was approved.	6/14/2021 3:38 PM
45	Same steps listed in #8.	6/14/2021 3:13 PM
46	Same as for Superior Court.	6/14/2021 2:00 PM
47	I applied for secured leave from the NC Industrial Commission and it was denied because I submitted it about three days past the deadline, even though I had no cases that were calendered during the week that I requested.	6/14/2021 1:38 PM
48	The NCIC has a secured leave policy that mirrors that of the courts of NC.	6/14/2021 1:31 PM
49	Obtained leave by sending a motion to a designated e-mail address.	6/14/2021 1:28 PM

North Carolina State Bar - Secure Leave Survey

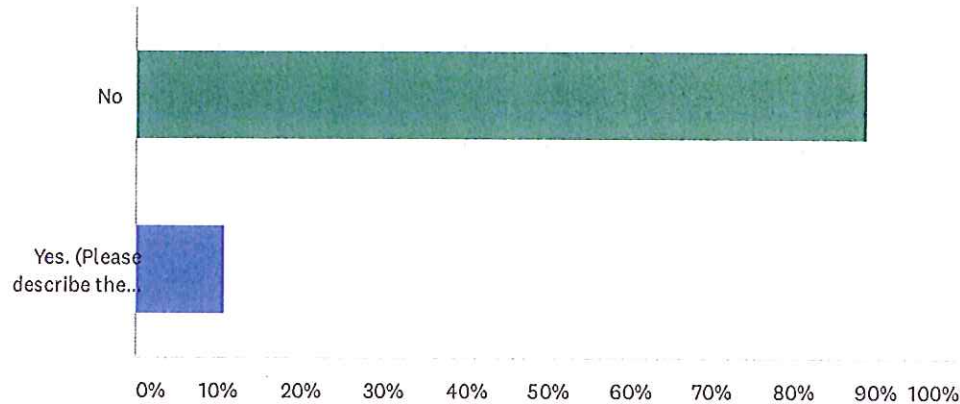
50	don't remember any difficulties	6/14/2021 1:27 PM
51	Although there is no formal process, I sent a letter to the Hearings Offices before which I regularly practice letting them know I'd be unavailable and asking them not to schedule hearings during that time. It worked.	6/14/2021 1:18 PM
52	Submitted request form.	6/14/2021 1:18 PM
53	Same as state court	6/14/2021 1:18 PM
54	Unable to remember.	6/14/2021 1:16 PM
55	Sent them the AOC Form and obtained an Order approving leave	6/14/2021 1:04 PM
56	Followed their rules	6/14/2021 12:59 PM
57	Filed a designation of secured leave with Chief Deputy Commissioners Office	6/14/2021 12:58 PM
58	It's been several years, but I think it was a similar process to that in the General Court of Justice: Notice to the appropriate person at the NCIC and to opposing counsel or parties.	6/14/2021 12:58 PM
59	The Social Security Administration requires 6 months notice for providing secured leave. This is an unworkable length of time and most people probably just have to hope that nothing gets scheduled to disrupt their vacations.	6/14/2021 12:55 PM
60	Send request to appropriate office	6/14/2021 12:50 PM
61	Wrote the required letter and submitted it. It's easy.	6/14/2021 12:49 PM
62	They granted it after I submitted a letter outlining the request. Done many times. They don't allow partial weeks though	6/14/2021 12:49 PM
63	Applied to Chair more than 3 months ahead. Served application on all opposing counsel. Had to take entire week off. Had to follow up on application.	6/14/2021 12:42 PM
64	I applied; however despite following protocols, the NCIC still scheduled hearings during the time I had applied for	6/14/2021 12:36 PM
65	Submitted the request and received a response from the NCIC a few weeks later. Was denied for late notice on maternity leave due to being unable to predict the dates in advance.	6/14/2021 12:33 PM
66	Filed request with the Chair. Was approved shortly thereafter.	6/14/2021 12:30 PM
67	do a motion	6/14/2021 12:28 PM
68	We just put in for our vacation time with our supervisor and they scheduled around it.	6/14/2021 12:23 PM
69	This requires submitting an email designation. However, in taking paternity leave, this is obviously something that cannot be exactly planned. The agency declined to grant the first part of the leave on the basis that some matters were on a trial ready calendar but not actually designated for a particular date. This seems to conflict with the wording of the rule and was not clear in advance.	6/14/2021 12:25 PM
70	OHO in Social Security and Industrial Commission in NC have been good to work with on secured leave	6/14/2021 12:19 PM
71	SSA uses a very poor system in my opinion. Requesting leave requires notice six months in advance and the notice is in the form of stating your availability, not unavailability, for a given month.	6/14/2021 12:12 PM
72	Email of secure leave package to them within time frame.	6/14/2021 12:12 PM
73	requires only a letter submitted by email, very simple	6/14/2021 12:09 PM
74	Submitted a letter to secured.leave@ic.nc.gov outlining the details of the secured leave.	6/14/2021 12:08 PM
75	I sent them a copy of my secured leave and they were very accomodating	6/14/2021 12:07 PM
76	I was not able to get secured leave, because the opportunity was less than 90 days before the date of the leave, but more than 30 days before.	6/14/2021 12:07 PM
77	Submitted letter request to Chairman	6/14/2021 12:06 PM

North Carolina State Bar - Secure Leave Survey

78	The steps are the same as Superior Court, except we can submit electronically. That is much easier.	6/14/2021 12:05 PM
79	File written request with the Chief Commissioner of the North Carolina Industrial Commission and wait for a response.	6/14/2021 12:05 PM
80	IC has a rule for secure leave. Followed the rule and sent to IC Chair	6/14/2021 12:05 PM
81	Filed a letter requesting leave with NCIC email.	6/11/2021 5:34 PM
82	The usual.	6/8/2021 12:13 PM
83	I just submitted a letter to the Administrative Law Judge presiding over my matter, with contents similar to the secure leave designations I submitted to state courts.	6/7/2021 8:57 PM
84	Yes, I filed the request and it was approved. However, one time I was too late to request the leave. It was within the 90 days.	6/7/2021 1:22 PM
85	I have submitted the request to the commissioner in the allotted time.	6/7/2021 12:42 PM
86	Prepare request and submit electronically to Chair of Industrial Commission.	6/7/2021 11:28 AM
87	Sent the NCIC the same designation that I send to the courts. It indicated that it would do its best to comply.	6/7/2021 10:22 AM
88	The same steps as secured leave in civil court	6/7/2021 10:19 AM
89	I filed a request with the Industrial Commission and received an order granting my request.	6/7/2021 9:45 AM
90	Applied and was granted 90 days before vacations. I did have a complicated pregnancy, and did try to take secured leave related to the birth of a child and some infertility treatments I underwent once. Because I did not have 90 days notice of either event, and could not wait to give 90 days notice, I did have to have a personal discussion with the male chair of the Commission regarding the circumstances surrounding my "nontraditional" request (inside the 90 day window), which felt pretty personal and invasive and was something I wish I could have avoided.	6/7/2021 9:22 AM
91	There are specific rules already in place for secured leave from the NCIC	6/7/2021 9:07 AM
92	A required application must be submitted and approved.	6/7/2021 8:49 AM
93	Submitted request to the Chairman of the IC.	6/7/2021 8:48 AM
94	Wrote the Commission requesting secured leave and obtained it.	6/7/2021 8:44 AM
95	Letter to Chairman with dates requested	6/7/2021 8:41 AM
96	Submitting notice of leave via letter	6/1/2021 1:33 PM
97	Filing and noticing	5/27/2021 9:59 AM
98	It required strict compliance with the rule.	5/25/2021 11:32 AM

Q13 Have you ever observed or reasonably suspected an attorney of abusing the secure leave rules?

Answered: 905 Skipped: 53



ANSWER CHOICES

RESPONSES

No	89.17%	807
Yes. (Please describe the circumstances surrounding the attorney's possible abuse of the secure leave rules, but do not identify the attorney.)	10.83%	98
TOTAL		905

#	YES. (PLEASE DESCRIBE THE CIRCUMSTANCES SURROUNDING THE ATTORNEY'S POSSIBLE ABUSE OF THE SECURE LEAVE RULES, BUT DO NOT IDENTIFY THE ATTORNEY.)	DATE
1	Claiming they filed secured leave but did not (and I noticed the matter on said date specifically because they did not secure anything that month). Not filing secured leave and failing to mention it at calendar call a week ahead but claiming they were on leave the day of court and could not be physically present. Taking more time than is permitted in the Rules.	6/28/2021 1:24 PM
2	I don't know that I'd call it "abuse" so much as ignorance, trying to apply for single days here and there instead of following the Sunday to Sunday rule.	6/25/2021 6:56 PM
3	Some attorneys say they are never available at calendar call and the Judges don't ask about secured leave.	6/25/2021 9:47 AM
4	Filing less than 90 days before they intend to be out happens frequently	6/24/2021 11:22 PM
5	report that they will be on SL when they have not filed it.	6/24/2021 7:25 PM
6	There is one attorney who takes off several months a year and doesn't file 90 days in advance	6/24/2021 4:46 PM
7	Attorney taking more than the allotted time	6/24/2021 3:00 PM
8	Designation of less than a week at a time.	6/24/2021 2:16 PM
9	Claiming they are on secured leave when they are clearly not to either get opposing counsel to consent to a continuance or have the court accommodate their schedule because of their claim of secured leave. Filing secured leave notices at the last minute or a few weeks prior to their leave. Typically, I don't care if it has been filed 90 days in advance or not- I think 60 days is fine. I have gotten upset when a SL has been filed 30 days or less in advance by opposing counsel because that can really interfere with the scheduling of matters.	6/24/2021 11:28 AM
10	Many attorneys take more than three weeks of secured leave in one year and do not disclose they are over the three week total; they simply state they are on secured leave in their notice	6/24/2021 11:15 AM

North Carolina State Bar - Secure Leave Survey

even if it is their 6 th week that year.

11	Exceeding the limits of weeks allowed to be designated as secured leave	6/24/2021 10:42 AM
12	He takes secured leave and then also takes other vacations without notice and does so when he has cases on the calendar	6/24/2021 9:41 AM
13	I have know two attorneys who take off more than the allowed three weeks per year, and on some instances they do not even file for leave while still taking a continuous week off.	6/24/2021 9:40 AM
14	Putting in leave way under the 90 day requirement, knowing trial has been calendared, but alleging there are no conflicts...	6/24/2021 9:32 AM
15	An attorney claimed to have secure leave but had not yet designated the time.	6/24/2021 8:48 AM
16	I've seen a very few people use it to try and dodge trials, in my view, but not a significant amount.	6/24/2021 8:18 AM
17	Designating a few days of leave instead of a full week. Designating more secure periods in a year than the Rules allow.	6/24/2021 8:15 AM
18	Secured leave being sent out late, for one or two days in a week where there are trials	6/24/2021 8:14 AM
19	Failure to provide notice in a timely manner. In 17 years, I've never received notice from any ADA's that had pending matters with me that they would be on vacation.	6/24/2021 8:12 AM
20	Posting a Secured Leave Notice 2-3 weeks in advance of its execution.	6/24/2021 7:01 AM
21	A local attorney frequently designates partial weeks and has taken 3 weeks to mean 21 days, meaning his partial weeks add up to significantly more than 3 single weeks.	6/24/2021 6:58 AM
22	Using well in excess of the three periods allowed.	6/24/2021 6:39 AM
23	Attorney was aware a heavily contested and complicated case was likely to be calendared during a specific civil session about two months out and calendared leave to avoid litigation.	6/24/2021 1:58 AM
24	Attorney took secured leave without prior notice to other parties, or verbalized pending secured leave at calendar call to avoid having a case heard.	6/23/2021 4:22 PM
25	Failure to comply with the current rules, intentionally securing leave for future periods of court time, known that it was significantly likely to impede a future setting	6/23/2021 2:50 PM
26	Attorneys routinely declare they are on secure leave when in fact they have not properly designated secure leave, they even more often do not designate the time 90 days in advance, and it is not unusual for them to use less than one full week (for example, Black Friday).	6/23/2021 2:19 PM
27	Most attorneys do not follow the "Sun-Sat" rule - they block off days or weeks or whatever they want and not usually 90 days in advance. More uniformity would be helpful to ensure fairness.	6/23/2021 1:00 PM
28	Taking more than 3 weeks a year via more than one secured leave letter.	6/23/2021 12:40 PM
29	The attorney would frequently say he was on "secured leave" for just a day or two (kind of like a long weekend). I didn't have a problem with it and I'm actually a big fan of long weekends, and especially since he's another criminal defense attorney and it never really affected me. But as far as a rules violation, it always bothered me. I don't want attorneys in general to get a bad reputation for misuse of the process and have me associated with that abuse and possibly be mistreated or not believed by judges or DAs.	6/21/2021 10:03 AM
30	I have seen attorney's break up the 3 week period into 2-3 day intervals thereby extending the full 3 week period over the course of an entire year.	6/21/2021 8:24 AM
31	Filing a Motion to Continue after failing to file for secured leave and taking off time anyways	6/20/2021 10:36 PM
32	attorney tried to get court administrator to backdate a secured leave form to allow for a 4 day weekend getaway after a bad breakup while I had a previously scheduled hearing on child support set	6/17/2021 4:01 PM
33	I have an opposing counsel who repeatedly claims she was on secured leave but provided no documentation of such. the court excused her missing a deadline notwithstanding she could not verify she was on secured leave.	6/17/2021 7:24 AM

North Carolina State Bar - Secure Leave Survey

34	Answer is actually no, but I wanted to comment. I have a simple rule, I will never schedule something if counsel on the other side says they are out of town, etc. I do not required a secured leave form, order, etc. I have not had an attorney abuse that request. I have, on the other hand, had to cancel my trips. Sorry, but I am not longer putting my office calendar ahead of my family. I missed a lot of time with my now 19 yr old son because of work, I regret it.	6/16/2021 5:10 PM
35	I've seen attorneys designate far more than the allowable amount of secure leave time and try to avoid court appearances as a result.	6/16/2021 2:18 PM
36	I have experienced attorneys using the lead to prolong domestic court matters, and to avoid trials being scheduled, which ultimately impact the domestic cases.	6/16/2021 12:43 PM
37	Attorney's who have not taken secured leave but say they do in court, at calendar call, to get out of a court date or get a continuance.	6/16/2021 11:53 AM
38	Filing less than 30 days before the leave period and hoping it doesn't get rejected	6/16/2021 11:27 AM
39	Not necessarily abuse - more like misuse. For a while it was common in my county for people to designate a few days here and there as secured instead of doing it a week at a time.	6/16/2021 11:27 AM
40	I've seen secure leave forms where someone has designated specific dates as opposed to the required time period. I don't blame them for this. To the extent someone is going to abuse it otherwise, that person is going to abuse any system they can use to their advantage so hopefully the concern of that doesn't spoil any necessary reforms for the rest of us.	6/16/2021 11:15 AM
41	not providing the prior secured leave he/she has obtained	6/16/2021 11:13 AM
42	Filing late to avoid trial or knowingly scheduling cases during leave period.	6/16/2021 7:52 AM
43	Seems like some attorneys take long leave and more often than they should. I'm jealous. They must have a better office staff to handle the caseload... lol	6/15/2021 9:04 PM
44	only in that most secure leave requests I see do not comply with the requirement of an entire leave period	6/15/2021 7:00 PM
45	Lawyers sending out a secured leave form that isn't approved by the court that takes months at a time or sending it out right before the leave period is to start.	6/15/2021 6:52 PM
46	Things like putting in for secure leave on Thursday and Friday, two weeks from now.	6/15/2021 6:17 PM
47	Not selecting a full week, or selecting more than 3 full weeks	6/15/2021 6:07 PM
48	Technically only - I see many attorneys file their secured leave well past the 90 day notice requirement, but I do not believe it was abusive and I have always cooperated with them.	6/15/2021 5:25 PM
49	Less than 90 notice	6/15/2021 4:25 PM
50	I've seen other lawyers use it to avoid or delay litigation.	6/15/2021 3:46 PM
51	Abuse is a strong word. I think out of necessity many lawyers file for secured leave in violation of the rules because Judges are waaaaay to focused on their case aging and statistics on how many cases they can get closed. This puts pressure on lawyers. Too much. So filing for secured leave, even if they are scheduled for trial, becomes necessary just to get away. I feel judged in the counties where I practice have very little regard or respect for the impact their continuance and case aging policies have on private practice lawyers. This seems to be true whether the judge is a career "public servant" or a former private practice attorney.	6/15/2021 3:26 PM
52	Not done in accordance with the rules - notice, time frame	6/15/2021 1:36 PM
53	Saying they were on secured leave when they had not taken steps to secure leave.	6/15/2021 1:07 PM
54	took leave with less time than prescribed to avoid trial or deadline type work - judges catch this rather quickly and the issue resolves itself not viewed as abuse in my view, but attorneys have taken multiple fridays (beyond 3) so they do not have to work on fridays for a majority of the year (I happen to think this is okay - so long as I have notice of their being unavailable, they can take the time the way they choose)	6/15/2021 12:45 PM
55	I have observed attorneys state in open court that they are "on secured leave that week" without providing documentation to support that statement or failing to follow up or respond when asked about it later.	6/15/2021 12:43 PM

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56	I have suspected attorneys of abusing the process by scheduling matters immediately outside of the secured leave period (the following Monday) requiring briefing during secured leave when they are aware the opposing counsel will be gone through secured leave.	6/15/2021 11:00 AM
57	Excessive amounts of secured leave	6/15/2021 10:57 AM
58	Scheduled every Friday off for weeks	6/15/2021 10:46 AM
59	More than allowed and less notice	6/15/2021 10:10 AM
60	People take over 3 weeks.	6/15/2021 10:03 AM
61	there are attorneys who use secured leave almost monthly; there are attorneys who use secured leave to take much more time than is allowed. nothing ever happens to them.	6/15/2021 9:59 AM
62	No proper filing. Exceeding time permitted. Partial weeks.	6/15/2021 9:47 AM
63	Using it to delay custody cases or for judge avoidance	6/15/2021 9:39 AM
64	More than allowed	6/15/2021 9:07 AM
65	Just that some attorneys never complete Secured Leave notices and just take off when they please.	6/14/2021 9:19 PM
66	Not submitting in a timely fashion or not submitting at all and designating the period "secured".	6/14/2021 7:50 PM
67	Attorney took more than three weeks. I was envious of the attorney and wanting to take more time off myself but did not want to break the rules.	6/14/2021 6:28 PM
68	There is a local lawyer that seems to have more than 3 weeks designated per year. There are a few attorneys locally that seem to be on vacation more than 3 weeks a year but who do not file that period as secure leave. The local courts don't really do anything about it because none of the judges want to seem mean.	6/14/2021 5:20 PM
69	I have received secure leave notices that I suspect were filed to ensure that trials were not set on dates that were being discussed/proposed.	6/14/2021 2:39 PM
70	Some jurisdictions allow partial weeks and less than 90 day notice. The rules should be consistent.	6/14/2021 2:25 PM
71	I am not sure it counts as "abusing" the secure leave rules but I have received secure leave notices from attorneys who do not specify the requisite period of a week (for example, they select a day or two from one week and sometimes also a few days in a different week).	6/14/2021 2:25 PM
72	Designating secured leave not far enough in advance. Designating secured leave in less-than-a-full-week chunks. Designating secured leave when cases already scheduled.	6/14/2021 2:04 PM
73	Some attorneys designate secured leave in excess of the 3 weeks	6/14/2021 1:39 PM
74	Not taking a full week and taking part of one week and then part of the next week.	6/14/2021 1:04 PM
75	To judge shop in Superior court	6/14/2021 12:59 PM
76	Had a hearing scheduled and suspected other attorney took secured leave to avoid timely scheduling of doctor depositions	6/14/2021 12:58 PM
77	Attorneys say they are on secured leave but they will state that it is for more than one week or it will be from the middle of one week to the middle of the next week and sometimes they take more than three weeks per year.	6/14/2021 12:50 PM
78	Would take secured leave only during superior court trial weeks	6/14/2021 12:49 PM
79	Some attorneys designate their leave within one to two weeks of taking it and only for a few days at a time in an effort to get out of court hearings.	6/14/2021 12:35 PM
80	Many people seem to take far more secured leave than what the rule permits. It then becomes an excuse to fail to move cases forward.	6/14/2021 12:18 PM
81	taking leave in 1 or 2 day segments	6/14/2021 12:18 PM
82	I learned that a lawyer had left North Carolina to begin practicing law in California. She obtained secured leave and never informed the court of her move to California. The case remained on	6/14/2021 12:17 PM

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the civil court docket.

83	Can't recall specifics.	6/14/2021 12:16 PM
84	Scheduling secured leave when there is already hearing or trial scheduled. Not following the Sunday-to-Sunday rule. Scheduling more secured leave than is presently allowed.	6/14/2021 12:15 PM
85	Designating more than 3 weeks (but not in the same filing); filing late; filing for multiple partial weeks.	6/14/2021 12:14 PM
86	used to get a continuance of our civil case when he was appearing at calendar calls for criminal dockets throughout the same time period	6/14/2021 12:10 PM
87	Taking multiple (more than 3 periods)	6/14/2021 12:08 PM
88	Not taking a full week.	6/14/2021 12:06 PM
89	District courts in some counties have civil sessions on the same week of each month. An attorney filed secured leave on those weeks for three straight months	6/7/2021 1:52 PM
90	I have experienced some attorneys who have left the country on periods without designated secured leave (particularly those that own homes overseas) after using all of their allowed periods, and while they are not granted secured leave, they are granted continuances repeatedly around their multiple vacations by the court causing undue delay in matters.	6/7/2021 9:22 AM
91	I once had an attorney attempt to designate secure leave to avoid a hearing	6/7/2021 9:21 AM
92	An attorney gave notice of 8 or more "secured leave" periods for one year, several for Thursdays and Fridays of different weeks	6/7/2021 9:01 AM
93	I have seen one attorney file for secured leave for a week of court after the Judge denied his Motion to Continue a trial	6/7/2021 8:48 AM
94	Combining maternity leave with secure leave and than filing motions and discovery during secured leave	6/7/2021 8:41 AM
95	Not meeting the deadline requirement.	5/27/2021 9:49 AM
96	Not exactly abuse, but it is common practice to have to use less than the allotted week to guard for CLEs, and short needs.	5/11/2021 2:34 PM
97	The biggest abuse I have seen is getting out of a court appearance that has been long scheduled. These are usually made at the last minute without any supporting documentation.	5/10/2021 10:31 AM
98	Used to continue and delay a case the attorney knew she/he was going to lose.	5/10/2021 10:10 AM

Q14 Please provide any additional comments you would like the North Carolina State Bar Issues Subcommittee Studying Secure Leave to consider.

Answered: 364 Skipped: 594

#	RESPONSES	DATE
1	It would be helpful to be able to take just a portion of a week so if you are just on vacation on a Friday and following Monday you would not need to take two weeks secured leave.	6/30/2021 6:02 PM
2	I do not believe that secure leave would be necessary if the courts would consult with the attorneys before a trial date is set in the first place. Such a consultation could easily occur at an in-person (or videoconferenced) status hearing. For example, in DC, a trial date is not set in federal or state court without first consulting the attorneys during a status hearing or scheduled by a judicial clerk in consultation with the attorneys via phone or email. When the attorneys are actually asked in advance before a trial date is set, then a secure leave request is not necessary because everyone scheduled the trial date together in the first instance. I find NC's system of setting dates without consulting the involved attorneys and requiring attorneys to figure out their ever-shifting calendars and spending client resources on drafting a secure leave request to be extremely inefficient for the clerk's time, the attorney's time and the client's resources. It also results in needless filings. I do not understand why the attorneys cannot be asked in advance. Though the court may not intend for this to feel like a slight, it does. It sends a clear signal that the court does not care about the schedules of attorneys and their clients, particularly those who cannot predict everything so far in advance with families. It is a lot easier to block off time with families for trial dates that are known in advance than to wait in dreaded suspense for the court to set a trial date and expect conformance and throw a family situation into chaos. It also is difficult balancing multiple litigating clients for the same reason. I am glad that you're asking for this feedback because I truly believe that if the court would consult attorneys in advance rather than requiring them to file secure leave requests would alleviate a lot of mental and time stress on already stressed out attorneys, their clients and the families of both.	6/29/2021 5:37 PM
3	I think we should be able to utilize secured leave as much as desired so long as it is not excessive and/or interfering with the court calendar.	6/29/2021 1:38 PM
4	Secure leave is extremely frustrating in small counties when I also have judges with conflicts with victims. It makes scheduling difficult in a district court case where I have a victim of violent crime who is still in fear of the Defendant. Due to the small bar and small pool of judges, secure leave contributes to the case being continued out for several months.	6/29/2021 9:25 AM
5	You have to lessen the time requirement of notice. For instance, child has an event and they can bring their parent and you find out about the event thirty days before the event and cannot go, you miss a moment that is important for mental health for you and your child. Prosecutors do not have to worry about secured leave they always have someone to fill in. As a solo practitioner which is pretty much most of criminal practitioners in the state we do not have this benefit. As a solo practitioner it causes stress. I have seen more lawyers go to rehab for stress, including a lawyer who committed suicide.	6/29/2021 12:54 AM
6	I would like to be able to take more time than 3 weeks per year, especially during years when I have children. I do not think it's fair to limit the secured leave period to only Sunday through Saturday, since there are often long weekends that I would like to take without losing a full week of secured leave. I would also like to reduce the 90-day advance notice requirement to 60 days.	6/28/2021 10:16 PM
7	Time away is important for attorneys and secure leave guarantees we won't be scheduled for court appearances. It allows us to plan vacations, spend time with family and address important life issues. I think that the allotted 3 weeks is restrictive and having to file for it 90 days in advance is also restrictive.	6/28/2021 9:03 PM
8	I may not have ever used secure leave yet, but think it is a good idea and plan to use it next	6/28/2021 5:20 PM

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summer when I take an extended vacation for the first time ever.

9	none	6/28/2021 2:14 PM
10	Allow service of secured leave periods by email. Allow more dates but cap how many in a row someone can take (exception being paternity or maternity leave). Change notice from 90 days advance to 60 days notice.	6/28/2021 1:24 PM
11	Three weeks is honestly not enough. Attorneys should be allowed to take vacation and celebrate holidays and not miss out on life because we are counting down "three weeks".	6/28/2021 10:01 AM
12	Overall, the submission process could be simplified.	6/28/2021 8:35 AM
13	Sometimes things come up within 90 days where you need to use it. Also it should not be 3 whole weeks as it should be able to be used for less than a week. If you practice in more than one county you have to try to get the form to all the counties which is tedious and seems unnecessary.	6/27/2021 8:15 PM
14	Secured leave needs to allow shorter periods than one week at a time.	6/27/2021 11:19 AM
15	Within the last five years I had a telephone hearing at 9:00 a.m. on a Monday during my Christmas vacation. Because I had accommodated other counsel by attending a hearing the previous week during my secure leave because we weren't traveling until mid-week. Naturally there was a follow-up that spilled into the following week. Cut to attending a hearing by phone in a hotel room with spotty cell service during the holidays. I will NEVER accommodate opposing counsel during my secure leave again. I will die on this hill. I won't even go into the attorney who called every hour on the hour while I was on secure leave to attend a wedding to see if our client wanted to offer his client more \$\$\$ to settle a case.	6/25/2021 6:56 PM
16	Streamline the application process in every way you can.	6/25/2021 6:13 PM
17	if flexibility could be added to secured leave without increase of abuse/misuse that would be great.	6/25/2021 1:56 PM
18	There should be an option for parental leave that's more than 3 weeks.	6/25/2021 12:53 PM
19	I take 10 day vacations which are usually a week and a half. I try to designate that as one secured leave, but I am concerned it could be considered 2 secured leave.	6/25/2021 10:40 AM
20	I have children and they often have 4 day weekends during which I have to find childcare or travel with them. I would like to spend time with them but because I can't take secured leave for 2 days the Judges have been less than understanding of my planned trips and admonished me for not securing secured leave. There has to be a solution for people who don't need the entire week off.	6/25/2021 9:47 AM
21	N/A	6/24/2021 8:04 PM
22	We are tired. COVID was stressful enough, and now we are working every day in court to just try to catch back up. Clients are ill and complain. I would like to see where we could get an extra week off or some kind of extended weekends. I think that if I had a 3 or 4 day weekend here or there, I'd be more rested and happier.	6/24/2021 8:04 PM
23	Practicing law is stressful. If an attorney needs a couple of days, we shouldn't have to spend an entire week of leave to take a mental health day.	6/24/2021 7:20 PM
24	Secure leave should be available more with shorter notice.	6/24/2021 4:52 PM
25	Please reduce the notice requirement to 60 or 30 days. It's difficult to plan 90 days in advance. Also please allow the attorneys to send the Secured Leave Notice to the other attorneys via email.	6/24/2021 4:46 PM
26	1. 90 days notice is a little far out. Non-Attorney (spouses/friends) don't plan that far ahead. Maybe shorten it to 6 weeks. 2.The having to take the full week is inflexible. Keeping 3 weeks of secured leave is fine, but allow it to be broken up. The threat of abuse by attorneys is there, so keeping or strengthening the provisions about if you have a case set for the time period or term, then yes you have to give notice and have a judges approval.	6/24/2021 2:22 PM
27	Special considerations for maternity leave per my comments above. This will never apply to me again :, but would have been so helpful for me mentally during that period!	6/24/2021 12:41 PM
28	It would be nice if the 15 days (3 weeks) could be taken in blocks of few days at a time, rather	6/24/2021 12:07 PM

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than having to use an entire week.

29	You should be able to break up the 3 weeks to cover smaller events. For example CLEs where only 1 or 2 days are needed or smaller personal events that are important but will not require and entire week.	6/24/2021 11:28 AM
30	should be able to take more than 1 week at a time; 3 weeks per year is not enough; only need to notify court administration	6/24/2021 11:25 AM
31	There should be a uniform system for submission of leave to ALL counties (in fact - there should actually be a set of statewide rules applicable to every county court rather than local county rules). There should be secured leave allowed in federal courts. Secured leave should be allowed for single days. There should not be a limit on the number of days. 30 days advance notice should be sufficient (as long as no proceeding has been calendared and then only with the consent of opposing counsel and judge - if necessary).	6/24/2021 11:14 AM
32	Secured leave is a nice thought, but I have found that opposing counsel and judges are very willing to allow time away from cases when you ask with as much notice as you can give; true for civil litigation and appeals too.	6/24/2021 10:36 AM
33	Years ago, I would mail hard copies to every Clerk, Trial Court Administrator, District Court Judge, and Superior Court Judge in every county I had a case. I was sending multiple letters to each court house. Now, following the example of my colleagues, I send electronic copies to most (Durham still requires a hard copy, I think?). It's all very confusing and I worry if I don't do it exactly right then my secure leave may not be recognized but I honestly am unsure how to do it exactly correctly. If I knew, I'd do it. But I don't know, so it's stressful.	6/24/2021 10:32 AM
34	60 days if a case is not already scheduled should be sufficient, since three months in advance is a long time for unknowns to pop up that may change plans. Many other things, such as medical events, are unlikely to be scheduled that far out at all. I agree that if cases are already scheduled, you should not be able to cancel them using secured leave. Saturday-Sunday is inconvenient for many people, especially since they may wish to leave on a weekday in order to handle any emergencies from the weekend before leaving and obtain a cheaper flight, or they may wish to have a buffer day on their return (like Monday) so they aren't expected to be in Court at 9 am after traveling for hours on Sunday.	6/24/2021 10:17 AM
35	Please consider the process of noticing other attorney's and parties. The process is cumbersome, time consuming, and costly	6/24/2021 10:15 AM
36	I think the policy of 3 weeks and that it has to be weeks (not a few days) is not reasonable in today's world. I have a practice in 2 states and it is quite impractical for me as some secured leave I need is for the other states' litigation/court time. I think we should be free to have as much secure leave as we feel we need and our clients are ok with.	6/24/2021 10:04 AM
37	I believe the widespread adoption of videoconferencing by the court system as a result of the COVID-19 pandemic, while generally a positive development, has the potential to further erode secured leave periods for attorneys. As an example, I was required to participate in a remote NC District Court hearing via videoconference in a case last autumn even though I was in the Outer Banks on secured leave. Fortunately, I'd thought to bring along a dress shirt and tie!	6/24/2021 10:01 AM
38	Many attorneys practice in too many courts for it to make sense to file secured leave in every action. There should instead be a central clearinghouse for secured leave that applies in every state court.	6/24/2021 9:47 AM
39	n/a	6/24/2021 9:41 AM
40	3 weeks is not enough. It also shouldn't be mandated as full weeks. 4 weeks would be better, 5 weeks ideal.	6/24/2021 9:41 AM
41	Attorneys that regularly practice in 10+ counties. A single place to upload the notification.	6/24/2021 9:35 AM
42	Secured leave is not for short time off, which is usually all I really take. I risk not being able to take the time for a long weekend if I don't put in leave because some courts refuse to accept "I'm unavailable that day" as a reason not to schedule something for a particular day. I've had to cut short a vacation due to that.	6/24/2021 9:32 AM
43	Secured leave is necessary to avoid burnout. I believe the state bar should also be informed of when an attorney is going on maternity or paternity and provide a stipend during that time so	6/24/2021 9:10 AM

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that attorneys are not forced to come back to work before they are ready to after the birth of a child.

44	For small firm practitioners the actual act of taking time off is especially important and also more difficult to accomplish. I think it is wise to address the procedure for securing the leave as it is time consuming. However, I think there should also be a study of the other reasons why attorneys do not take the leave. I also believe other leave structures like week long court holidays, mandatory leave, parental leave, and periodic sabbaticals should be studied.	6/24/2021 8:48 AM
45	Secure leave is a wonderful, necessary program, and should be expanded.	6/24/2021 8:46 AM
46	The current secure leave policy requires too much advance notice. It is often difficult to plan over 3 months ahead for a vacation, CLE, health issue etc. Also many vacations start in the middle of one week and go into the middle of the next week, it isn't always one calendar week. If you need to be gone a Friday and a Monday do you have to use two whole weeks of secure leave? These two rules make it feel very restrictive and I cannot think of any other professions that have such restrictive rules about taking time off	6/24/2021 8:46 AM
47	Reduce the paperwork!	6/24/2021 8:18 AM
48	We have families and lives too. The trial courts are brutal for those of us who regularly try cases and even in secured leave I constantly get bombarded with questions about cases or the court asking where I am even though I'm out and have cover on the cases that are still on. I shouldn't have to have my clients present when I'm on secured leave either so I'm not having to field calls and emails and texts about where my client is while I'm on leave.	6/24/2021 8:17 AM
49	Reduce the notification period to 45-60 days if there are no scheduled court appearances, depositions or mediations during that period. Allow consecutive weeks for extended travel like for trips to Europe, Asia, etc. Give 4 weeks total time = 20 weekdays to allow for partial weeks off.	6/24/2021 8:15 AM
50	We live in the age of technology. Secured leave should not be an antiquated process and it should be more flexible to accommodate a more flexible world	6/24/2021 8:14 AM
51	I believe there should be 4 weeks of secured leave and the notice should be 30 days. Calendaring requirements make 90 days excessive. Additionally, a mechanism should be in place within the rule to instruct a judge on how to handle a trial that would go over into one of the attorney's secured leave periods.	6/24/2021 8:12 AM
52	In my experience, the process is more trouble than it's worth. I give notice to opposing counsel when I'll be out of town or unavailable, and I expect them to be professional about it. I do the same in return. I have never found a court to be unaccommodating when counsel have serious, legitimate scheduling concerns.	6/24/2021 8:11 AM
53	I am in favor of secured leave existing, but I do not ever plan to use it.	6/24/2021 7:34 AM
54	None	6/24/2021 7:32 AM
55	Simplifying the notice (maybe an online site so info is loaded in one place for all courts). This would also solve the problem of having to send out more notices if new matters are opened in new counties during that period.	6/24/2021 7:22 AM
56	Having to notify every attorney I have a case with is burdensome & time consuming for my staff.	6/24/2021 7:11 AM
57	90 days is hard. If you have no matters currently scheduled it should not be necessary to use a full week.	6/24/2021 7:00 AM
58	Changing the definition of a week from Sunday to Saturday to Monday to Monday would give those returning from vacation a grace period without the need to use a second week to ensure you don't spend your entire week of vacation worrying about the hell waiting for you at the office on Monday. Also, we need more than 3 weeks. The feeling of overwhelm from having no control over your life is one of the key contributors to poor mental health for lawyers. I use my weeks for vacation, but having 6 weeks means that I could also set aside time to focus on keeping up with firm administrative tasks or catching up on client work without interruptions.	6/24/2021 6:58 AM
59	Maternity/Paternity secure leave creates a huge problem. To prevent anything from happening in a domestic case for 3 months is extremely problematic for clients. Please consider the	6/24/2021 6:34 AM

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implications. You can't even set hearing dates bc the other attorney can't consent, it's very problematic

60	Th Bar spends a lot of time touting how much it promotes mental health and wellness for attorneys. Secured leave is a way for the Bar to prove it means what it says. Secured leave should be easier to get, not more difficult. Rather than having a "wine and cheese night" in front of a roaring fire and discussing theories on how to help NC attorneys the Bar should be helping every day and in every way.	6/24/2021 6:28 AM
61	I would like to take a sabbatical of two-three months for an adventure, after decades of taking few lengthy periods away, now that I am over 65. It will be difficult enough to arrange for cover, but there is no mechanism to claim time from any court for sabbatical time.	6/24/2021 3:51 AM
62	Really need more flexible leave for better mental health.	6/24/2021 3:11 AM
63	No	6/23/2021 4:22 PM
64	Submitting secured leave is a huge headache for me and staff. Every county seems to want it handled differently. I wish there was a single way to file it in each county, or even a state-wide system.	6/23/2021 4:19 PM
65	Several major issues; 1. Currently the amount of time and resources it takes to secure leave is burdensome. 2. If a lawyer notices secured leave a good bit in advance - keeping up with noticing new pro se parties or lawyers when the lawyer takes on new cases 3. The need to pre-emptively file and service notice upon the judges, clerks, and DAs in counties where you might not presently have a case - but might undertake a case in that jurisdiction between the time of the notice and the time of the leave. 4. The requirement that for leave to be secured, it must be taken in entire weeks at a time -- lawyers should be able to spread out the allotted time by single days. Other thoughts: It would be great if we could just serve one location - like the Start Bar or the Supreme Court of NC which would serve as notice to the entire judiciary - rather than county by county. It would be great if there was an online repository, reflecting which lawyers secured leave and when -- a uniform location.	6/23/2021 2:50 PM
66	I think lawyer's should have the ability to have a bit more time than 3 weeks. Some employers give more vacation time after being an employee for so long. I also don't think that lawyers should have to use their secured leave in week long increments.	6/23/2021 2:40 PM
67	it should not be the responsibility of the attorney in a case to point out when a secure leave designation is incorrectly filed. The Courts need a mechanism to track secure leave periods.	6/23/2021 2:19 PM
68	The 90-day requirement and the Saturday-Sunday requirements are unreasonably oppressive. Given the constant news we hear from the Bar about attorney mental health issues and attorney substance abuse issues, it should be easier to take breaks.	6/23/2021 2:00 PM
69	I find the appellate courts' secured leave feature on the e-filing website very easy to use. It should be available to attorneys who practice in trial courts as well.	6/23/2021 1:13 PM
70	Most attorneys do not follow the "Sun-Sat" rule - they block off days or weeks or whatever they want and not always 90 days in advance. More uniformity would be helpful to ensure fairness. I think 30 days in advance would be fine AS LONG AS nothing is currently scheduled.	6/23/2021 1:00 PM
71	3 weeks annually feels about right, but would like to see moving away from being required to use full weeks only.	6/23/2021 12:49 PM
72	It's difficult to take a full week off in family law, so long weekends are better/less stressful in the long run.	6/23/2021 12:40 PM
73	Secure leave should allow for more flexibility.	6/23/2021 12:33 PM
74	I don't think attorneys should have to submit secured leave for taking a 1-day CLE. Perhaps the rule should only if the CLE is two days or longer. In our District anyway the judges' case managers have allowed us to be excused and not attend court when we have registered for a CLE w/out our having had to put it on a Secured leave notice.	6/23/2021 12:28 PM
75	There should be a lot more flexibility in secured leave. There should be one designated place you can submit for the whole AOC instead of having to send off notices to each county where you have a pending case. You should be able to designate less than 90 days in advance - - especially during COVID, travel and family visit plans have been uncertain and difficult to pin	6/22/2021 4:54 PM

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down 90 days in advance. You should be able to designate periods of time that are not just Monday - Friday. The whole thing needs to be modernized, made more flexible, made more uniform across the 100 counties, and maybe even moved online. (gaspl)

76	I am young and don't have a family of my own yet. But my parents are getting older and are in declining health, and I hope to start a family some day. Even though I have not yet needed to take secured leave, I hope that I will be able to do so when my current or future family needs me. I think secured leave is crucial to allow attorneys to be whole people who are able to care for their families and plan for their futures, which overall lends to the mental and emotional well-being of attorneys, who are statistically one of the most depressed, lonely, and substance-abusing groups of professionals in the country.	6/22/2021 3:47 PM
77	Maybe allow a shorter time frame if the other side consents.	6/22/2021 3:24 PM
78	Implementation in the federal courts should definitely be encouraged.	6/22/2021 2:40 PM
79	The variety in local rules and practices on secure leave from one judicial district to another are confusing, and it would be nice to have a statewide secure leave request option added to the AOC e-filing site. Many employers give attorneys more than 15 business days off per year, which is the maximum we may request from the courts. The Bar and voluntary bar associations have done much to emphasize the importance of attorney mental health in recent years, but without secure leave, it's not possible to take all of our vacation days (not even counting sick time, CLEs, parental leave, and sabbaticals) without running the chance of being called into court, which is stressful and counterproductive for mental health. It would be a step in the right direction for attorneys to receive 30 business days of secure leave per year, to allow us not just vacation but a few days to catch back up after vacation and adequately prepare for court without having to shorten our vacations. Some of these days could be scheduled with 90 days' notice for things like the winter break and longer vacations, and some could have a shorter advance notice requirement to allow more flexibility and to allow us to take time when we really need it. Thank you for considering this issue.	6/22/2021 11:31 AM
80	In no other profession is it so difficult to take personal time. Without secured leave, counsel cannot take personal time without the threat that it will be disrupted by something being noticed by another counsel or the court. I've had my secured leave denied by courts for not being served 90 days prior and it has ruined by attempts at taking personal time for vacations and other family events. Further, having each county handle secured leave differently makes attempting to notice secured leave time consuming and stressful.	6/22/2021 10:04 AM
81	It may be better to have a repository where secured leave designations can be filed and have the AOC send those to each county the attorney practices in. That's easier than having to send the designations to each county.	6/21/2021 4:30 PM
82	Lawyers are held to a higher standard of integrity and honor than other members of our society. As such, we should be trusted and not relegated to an arbitrary decision as to whether we can take time away from our practice. If there are lawyers who abuse this process, that will become apparent and the Bar can deal with it. All of us should not have to subject to these requirements if we are truly trusted.	6/21/2021 3:40 PM
83	Some changes to the secure leave policies are desperately needed. The system that currently exists is terrible and draconian. One of the things I hate most about being a lawyer is how hard it is to make sure I can get some time away from the office without having to worry that a trial will be scheduled. First, it does not make sense to require the period to be one calendar week. That means that if I want to travel from Wednesday - Wednesday, I have to use 2/3 of my secure leave time. It would be much better if attorneys were allowed to designate a certain number of days per year to be used however we choose. Personally, I would love to have the option to do secure leave for a couple of long weekends without having to designate the entire week. Second, fifteen days of secure leave per year is not enough. Often I designate a week over Christmas and a week over Thanksgiving. So that means I only have one week left for vacation. If I want to take a long weekend to visit family or go to the beach, I just have to plan the trip and hope nothing gets scheduled with the court. In my opinion, allowing 30 days of secure leave per year is much more reasonable. Third, it does not make any sense at all to require secure leave to be designated 90 days in advance. I understand, and agree with, the requirement that secure leave must be designated before the lawyer has cases on the court calendar. There should also be some notice requirement to plan for scheduling depositions, mediations, etc... But there are a lot of times that I plan a trip - or would like to plan a trip - with less than 90 days' notice. I think 30 days is a much more reasonable and realistic notice requirement.	6/21/2021 2:44 PM

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84	I believe readily allowing new parents to take secure parental leave following the birth or adoption of a new baby is imperative to attorney retention (particularly female attorneys) within our state bar and to supporting the mental and emotional health of our state's practitioners.	6/21/2021 1:30 PM
85	For those of us who practice in multiple districts, there should be uniformity in how the designation is filed....with the Clerk, TCA, whom? Its a pain to track. So if I file in June for secured leave in September, every time I file a new lawsuit b/t now and then, I have to do the mental gymnastics of remembering whether it is in a county in which I've already filed, and if not, file the designation. There may not be a work-around, but it would be nice to have some sort of portal w/ the Bar (as opposed to all 100 counties) in which an attorney can just designate date ranges as secured leave.	6/21/2021 11:26 AM
86	The secure leave for parental leave should be a minimum of three months.	6/21/2021 11:06 AM
87	Asking attorneys to submit their requests 90 days in advance seems to extreme. I believe a 30 day notice would suffice.	6/21/2021 10:03 AM
88	I find it a little hypocritical that attorneys are constantly forced to undergo CLEs on mental health and substance abuse, but when it comes down to being able to take the leave to help ensure we are "ok", it's amazingly labor intensive, complex, and apparently not available for federal and administrative law practitioners.	6/21/2021 10:03 AM
89	It would be great if we could have at least 4 weeks of secured leave which would afford at least 1 week per quarter.	6/21/2021 8:24 AM
90	I was in private practice 30 years and found secured leave was helpful for those in criminal and domestic courts, but not so much for superior court litigation, not at all for federal court, and little applicability to appellate work. I found it virtually impossible to plan a week's vacation far enough out to avoid litigation conflicts. the only time I would see this as helpful would be for some non-refundable trip. However I have cancelled vacation plans many years as I would have to prepare for complex discovery, hearings and trials, regardless of an individually planned trip. The old adage rings true: the practice of law is a jealous mistress.	6/18/2021 2:22 PM
91	Streamlining secured leave to go to o e place instead of all counties would be so helpful for those (most of litigators) practicing in multiple counties.	6/18/2021 1:33 PM
92	It's harder than it needs to be to take secured leave. because each county has their own procedure for it under the local rules and reality of the 21st century is most lawyers practice in more than one county. There should be 1 uniform way of doing it for the entire state (as it should be with most things, frankly). It's also unnecessary to be forced to designate an entire calendar week Monday-Friday. Further, there's no provision for birth, etc. so while under FMLA you can take 12 weeks in practice you'll have 9 weeks unsecured leave where you could be out for a birth or medical issue and have to deal potentially with court appearances. There should be a special provision for those circumstances.	6/18/2021 1:28 PM
93	For litigation practitioners this is an invaluable resource that should be continued and expanded to all agency and court proceedings whether state or federal.	6/18/2021 1:08 PM
94	We work too hard as Americans and as lawyers. The quality of life of lawyers would be greatly improved with additional secured leave	6/18/2021 12:58 PM
95	difficult to have all plans 90 days out, suggest 45.	6/18/2021 12:54 PM
96	The secure leave system should be centrally administered, with a primary application process online, easily accessible by attorneys and court personnel, on a statewide basis.	6/18/2021 12:52 PM
97	It would be nice to take up to 21 days of secure leave but to be able to so in individual increments as many times it is impossible to plan secured leave to coincide with a Saturday to Sunday timeframe. It is also difficult to always plan at least 3 months in advance.	6/17/2021 5:02 PM
98	would like secured leave in daily increments but not be able to abuse such as every Friday for 21 weeks; rather to allow two week or 10 day breaks	6/17/2021 4:01 PM
99	The notice requirement is too long. Attorneys are no different than other workers in that they may not know if they can take a vacation until the time to take the vacation is closer than 90 days. Not everybody has the luxury of planning.	6/17/2021 12:27 PM
100	Three weeks of Secured Leave is not enough. Further, the Sunday to Sunday requirement is inefficient and prevents the ability to take a vacation from Thursday to Thursday (for example)	6/17/2021 10:18 AM

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without having to take an additional week of leave. We should be provided a certain number of days for leave and be able to take them as we please with advance notice. Our secured leave policy does not account for the significant mental health impact this work does. Further, even when I'm on Secured Leave, I am still having to respond to emails and deal with issues so there is never a true break from work. I have been seriously debating leaving the practice of law recently due to the inability to actually step away and the impact on my mental health.

101	I think secure leave is very important for attorneys. They should be encouraged to use it and take it each year. I think it would significantly help every attorney's mental and emotional health. I do think many attorneys do not take secured leave since it is currently required to be for an entire week. Often times, attorneys may take multiple long weekends during a year but not a full week. I believe long weekends should be covered under secure leave. I also believe that you should not have to designate secured leave at least 90 days in advance. Some attorneys don't make plans that far in advance. You should be able to designate it with less than 90 days provided you are not on a trial calendar and are not using it to avoid a deposition or something like that. Taking secured leave should be something that is easy for attorneys to do and not one more burden placed upon us.	6/17/2021 10:03 AM
102	I believe attorneys should have more than 3-weeks secure leave, especially if the expectation is that secure leave is for medical and CLE.	6/17/2021 9:54 AM
103	The purpose of secured leave is to take the time to regain mental health and quality of life. The whole purpose of secured leave is defeated if a court schedules you for trial the day you return or shortly thereafter. In effect I end up working on my secured leave time, then why bother taking the time off at all?	6/17/2021 7:24 AM
104	In most other professions, the longer you are employed/practice the more time you gain to use for vacation/personal time; however, no matter how long you have been sworn or held a law license, everyone is treated the same. The amount/duration of secure leave should increase in order to provide a more consistent avenue for attorneys to take care of themselves both physically and mentally.	6/17/2021 7:00 AM
105	Secured leave should not be required for a full week (so you can take partial weeks); if 90 day advance time requirement is not met, someone should be able to review the request and still grant it if no prejudice involved.	6/16/2021 7:09 PM
106	Need to have a system in place that will allow taking less than the entire week. Too many clerks of courts gripe that it would be difficult to keep track but that in my mind goes to getting better computer systems and equipment in place to do the tracking once inputted for the three weeks that are allotted. Could we get one centralized database where the attorneys send to one location that sends out the information to the designated counties rather than doing so for each county we practice in. I would also like to see the notice cut down to 60 days rather than 90.	6/16/2021 5:37 PM
107	Folks wonder why attorneys are mean, hateful, sour, contentious jerks. Maybe because we have no life outside our office calendars may be part of it. My remaining years of practice will not be at the mercy of a calendar. If it is, I will simply give up my law license and hate not being able to help folks. But at this point, I need to help myself, and my family, first. That calendar call, ED status conf, etc are just not that important. Just took me 25 years and a lot of missed family time to realize it.	6/16/2021 5:10 PM
108	Attorneys should be able to travel whenever they need to without worrying about secured leave.	6/16/2021 4:51 PM
109	Secured leave is important to attorney mental health. It also helps practitioners in small or solo practices. 90 days notice is too far out, given that many of us have children and may not know their school/camp/sports schedule until the beginning of summer, which means a secured leave designation for the summer time may be lost.	6/16/2021 4:14 PM
110	I don't have an objection to a total number of days being subscribed to secure leave but it needs to be enough to make a difference in the stressful lives of attorneys; i.e., at least three weeks. What's totally ridiculous and insulting is to require secure leave to be taken in one-week chunks and to be declared at least 90 days in advance.	6/16/2021 3:56 PM
111	Secured leave should be allowed for smaller periods of time and with less notice. We are given very little notice of court dates and yet have to give secured leave notice 90 days in advance. I also think there should be a central place to submit and track secured leave rather than having to submit it to all the counties in which you might have 1 or 2 cases. And I think it	6/16/2021 3:49 PM

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should be for 6 weeks as most employers give at least that much paid time off. And there should be a separate maternity leave policy.

112	Secured leave should be available on a weeks notice if there is not any hearing for an attorney that had already been scheduled for that time.	6/16/2021 3:48 PM
113	We should be able to notify other attorneys of secured leave via electronic means.	6/16/2021 3:48 PM
114	While I agree with the requirement that secure leave not be sought when you already have court events scheduled, we ought to be able to request secure leave less than 90 days in advance of the dates requested.	6/16/2021 3:32 PM
115	I think attorneys should be able to schedule 4 or 5 weeks off per year.	6/16/2021 3:20 PM
116	N/A	6/16/2021 3:18 PM
117	Secured leave needs to be electronic in nature and to significantly reduce the 90-day requirement. One way to do this would be to allow someone to take leave immediately, but if it is within 90 days then they cannot automatically be relieved of any currently scheduled cases. It would just prevent new items from being scheduled. Also, 3 weeks is laughably absurd. In any other industrialized country in the world, three weeks of vacation in a given year is far too little. Couple that with how incredibly stressful our profession is and you're asking for mental health or substance abuse issues.	6/16/2021 3:14 PM
118	90 days advance notice is not realistic in our world today. We certify that we do not have something scheduled during the period for which we request the leave. Our requests should not be rejected (and only one county I work in actually has done so) because it was not done 90 days in advance.	6/16/2021 3:10 PM
119	90 days seems unreasonably far out.	6/16/2021 3:04 PM
120	The problem with secured leave is that the court (at least in Mecklenburg County) will still schedule hearings and trials during secured leave time. Attorneys then have to go through the process of filing a motion to continue which costs the client money. What's the point of filing for secured leave if the court is going to ignore it for scheduling purposes? There needs to be a database where SL dates are kept and clerks actually need to look at it before scheduling. The current process increases clients' legal fees when it could easily be modified to benefit EVERYONE--attorneys, clients, clerks, judges, etc.	6/16/2021 2:46 PM
121	We need a specific secure leave period for maternity/paternity leave. The secure leave time allotted to us doesn't even come close to covering that time.	6/16/2021 2:18 PM
122	For better mental health, it should not be so difficult for attorneys to take secure leave.	6/16/2021 1:47 PM
123	The process is cumbersome and too restrictive; the idea that I can take an entire week off of work, and that I can plan to do so 90 days in advance, is fantasy. Attorneys frequently do not observe the rules when designating secured leave.	6/16/2021 1:27 PM
124	Secured leave should be for a longer period with less advance notice required. It's truly a mental health issue for attorneys, who need more time away from the office.	6/16/2021 1:16 PM
125	I believe there should be designated secured leave, longer than the current 3 weeks, for new mothers. I cannot understand why that has not yet happened. 3 weeks is laughable when compared to other industries. Further, in general, I believe we should be able to designate at least 4 weeks (if not more), and should be able to utilize that for various days, rather than weeks at a time. For example, I would rather risk having something scheduled, than take an entire week of leave if I am only going to be out for 1-2 days in a particular week. It would be nice to be able to utilize those leave times for that. Perhaps a mixture of 3 weeks which must be used for an entire week at a time, and an additional 10-15 days, which can be used for individual days, rather than weeks at a time.	6/16/2021 12:43 PM
126	The requirement to designate 90 days out is difficult at times given life doesn't always cooperate to give you this much notice. The week long requirement is cumbersome since sometimes you just want a long weekend away (for mental health!) and the Court requires a week at a time. When attorneys do not clear proposed court dates with the OC and you're scheduled to take a day or two off, if the OC wont consent to the continuance, the lawyer ends up having to wait to see if the continuance will be granted and/ or cancel his / her plans. For attorneys with children and families this makes going to everything from soccer tournaments to touring colleges impossible to plan.	6/16/2021 12:18 PM

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127	I have experienced and heard of experiences where judges have not honored a secured leave order and that is a challenge.	6/16/2021 12:04 PM
128	Maternity leave, increasing the number of secured leave periods, and shortening the notice period to 60 days, as specific times and dates are usually not planned that far in advance.	6/16/2021 12:00 PM
129	We need more vacation time. The timelines are too strict. I have had Judges still schedule hearings during my already minimal secured leave even when I obeyed the rules.	6/16/2021 11:58 AM
130	The requirement to take a full week eliminates the ability for a lawyer to take a long weekend or to take leave from Wed - Wed which is what I prefer to do. It's less stressful for my clients. Also we do not have enough time off. As professionals we should not have a limit on the time off allowed, so long as we request it in advance.	6/16/2021 11:57 AM
131	I think both maternity and paternity leave should also be considered separately within the secured leave system.	6/16/2021 11:53 AM
132	The biggest problem is the 90-day requirement. Many people have not finalized their plans by then.	6/16/2021 11:51 AM
133	If you want to keep competent and sane attorneys practicing in this state, then I highly suggest you (at least) attempt to fix the issues previously described above.	6/16/2021 11:51 AM
134	While I am grateful for the 3 weeks of secured leave, I believe the number of allowed weeks should be increased from 3 to at least 5 weeks. I also believe that the rule should clearly prevent in court action on a case during an attorney's secure leave period (absent an emergency), even if the attorney on leave works at a firm with other attorneys who have not designated leave at the same time.	6/16/2021 11:44 AM
135	The 90 day rule is very tough. I think it would be more reasonable to just make sure the attorney requesting the leave does not have any hearings scheduled during the time frame the attorney wishes to go on leave.	6/16/2021 11:39 AM
136	There should be an online manner to submit the request. I have to take 2 weeks sometimes to cover one event. For instance to protect a time I am going to be out from being slaughtered by being forced to do a trial the week I would return from a vacation. So I have to take two full weeks to prevent that. If we have not been scheduled for a trial or a hearing, we should be able to apply for it and get it approved quickly so that notice can be given. Since every county schedules differently, the 90 days is a bit much. In South Carolina I only have to swear that I am not set for any trials or hearing during the time I am requesting.	6/16/2021 11:29 AM
137	I think we should continue to have three full weeks available as secured leave. But - I also think it would be helpful to have the option to additionally designate a number of individual days - there are a lot of times that I might need two days off in one week, but to be secured I would need to designate the entire week. There should be some flexibility so that attorneys can do things like long weekends with family without having to burn a week - for example, if I want to take off Friday and Monday to have a 4 day weekend, I would have to burn two secured leave weeks to get just those two days.	6/16/2021 11:27 AM
138	A limitation of days versus weeks should be utilized for secured leave. There is the technology available to keep track of such requests. I also believe the amount of days should be increased significantly to also allow for maternity/paternity leave.	6/16/2021 11:26 AM
139	The requirement that secured leave be in full week blocks prohibits the use of time and contributes to a waste of secured leave time. Likewise, I believe 4 weeks would be more reasonable, as that translates roughly to a week per quarter. Being able to take maternity/paternity leave in addition to the regular secured leave is immensely helpful.	6/16/2021 11:24 AM
140	Secure leave is critically important to our work life balance and mental health.	6/16/2021 11:20 AM
141	Increase number of weeks allowed to take leave. Do not require entire week to be secure - go by number of days instead.	6/16/2021 11:18 AM
142	The rules for secured leave should be more flexible. The advanced notice requirement is difficult and impossible in some instances. There should be more than 3 weeks permitted. It should not be so strict as to be limited to Sunday to Saturday - should be more flexible. In 2021, the submission and notices should be streamlined - electronic.	6/16/2021 11:15 AM
143	Maternity Leave is difficult to plan for using the current system and does not allot a certain	6/16/2021 11:12 AM

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amount of time. While I was on leave, other attorneys would have to report my status to the Court. Also, the advance notice is sometimes difficult for vacations etc. (90 days in advance). I feel that 30-45 days seems more reasonable.

144	Different counties have different rules about whether you need to notify other attorneys about your secured leave (casual practice or by rule). I would prefer that we not have to send notice to others, because it takes a lot of time and kills trees.	6/16/2021 11:12 AM
145	Events, vacations, personal time, sometimes cannot be placed in advance of 90 days, especially with the current situation. A shorter period of time needs to be allowed. Equally said the designation of whole weeks is not practical and actually waste time of the attorney and court If you want to go for vacation of a week, you do not want to come for a trial the following morning, but probably can do it depending on the matter on Tuesday or Wednesday. With the current setting you have to use all 2 weeks.	6/16/2021 11:12 AM
146	Secured leave is an essential part of caring for the mental health of the members of the bar.	6/16/2021 11:11 AM
147	State Bar needs to advocate for an increase in amount of days for secured leave. We talk about mental health, and the emotional challenges of this profession, yet we severely limit the amount of time a lawyer can claim. This is inconsistent messaging. Please increase the amount of time to 6 weeks of secured leave.	6/16/2021 11:10 AM
148	Consider the amount of secured leave available, especially for big life events such as marriage, birth or family emergencies... or for things that arise that may not allow for a 90 day notice.	6/16/2021 11:09 AM
149	Please consider allowing 4 weeks of secured leave upon 60 days notice.	6/16/2021 11:07 AM
150	I recommend filing for secure leave be accomplished electronically.	6/16/2021 11:07 AM
151	Most people work with each other. The idea that I have to think of leave 91 days plus is unreasonable, as things pop up (illness, children's issues, family issues, etc.)	6/16/2021 11:03 AM
152	The 90-day requirement makes it nearly impossible for young attorneys to take secured leave. Often, young attorneys have to move/cancel personal time if a senior attorney has a hearing/trial scheduled during the time they requested off. As a result, young attorneys often schedule/request vacation/personal time with much less advance notice than 90 days. As officers of the court, we should be able to certify that we are not currently on a court calendar and request secured leave as little as 10 days (or less) in advance. The 90-day requirement should be significantly decreased (even a month would be more reasonable).	6/16/2021 10:58 AM
153	Under the current NC system, making copies and mailing to numerous courts and attorneys is cumbersome.	6/16/2021 10:50 AM
154	Shorter periods of time are important so long weekends could be used rather than requiring the long blocks.	6/16/2021 10:07 AM
155	It is confusing on where to file the secured leave form (do you have to file originals to each county where you practice or can you simply serve the county with your form from another county?); 90 days can be a daunting amount of time to plan a trip (especially for smaller trips); having to take a whole week off is a waste for someone only taking 1 or 2 days off.	6/16/2021 10:01 AM
156	Being able to designate 12 weeks for maternity/paternity leave is essential!	6/16/2021 9:15 AM
157	The period should not have to be for an entire week. There should be separate secured leave allowances for personal time/vacation vs. medical vs. parental leave. The three weeks should be for strictly personal time/vacation in order to ensure our mental health does not suffer in this profession. I used all of my secured leave last year for a surgery. If it had not been for the extra secured leave allowed due to COVID, I would have had no time for "me". There should also be less notice required, regardless of the purpose of the leave. 90 days is far too much. It should be more like 30, so long as the attorney is not knowingly scheduling it for a time when a trial/hearing/etc. was already scheduled.	6/16/2021 9:08 AM
158	for family lawyers and probably criminal lawyers secured leave is the only way to be guaranteed a judge or opposing lawyer won't set a deposition, order an "emergency hearing" or otherwise interfere with personal time.	6/16/2021 7:44 AM
159	I am taking vacation over Labor Day. Technically it is 8 days, however Labor Day is a holiday and due to it being included in the dates, at least one attorney has brought to my attention the	6/16/2021 7:16 AM

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request is not in compliance.... which is correct technically but I'm only taking 5 court days off.

160	Really appreciate having the secured leave system. My only suggestion is that the period for designating the leave be less than 90 days, so long as there are not any previously-scheduled events during that time.	6/15/2021 10:49 PM
161	The 90 day notice period is impractical. It should be possible to secure single day leave for cle without losing a one-week leave period. There needs to be an easy way to remove our cases from dockets during our leave term so we don't have to manage cases while on leave. It seems some prosecutors intentionally put cases on terms when the defense counsel is on leave. Days when no court occurs allow for easier planning than secured leave allows.	6/15/2021 10:12 PM
162	It would be so helpful to be able to take less than a full week I would be much more likely to use it. Most of my breaks are 2 work days. Taking a full week seems like overkill in that situation.	6/15/2021 9:10 PM
163	Online secured leave system would be AMAZING! make it happen!	6/15/2021 9:04 PM
164	I have not personally used securely if. However I recently had a situation arise where I was travelling and I had planned to close my office for a week. One of the matters I was working on required upset bids and the clerk of court's office and I had to work together to figure out a solution in case a notice came to me while I was out of town that needed to be served on the other parties. It was very stressful and I wish there was a mechanism in place that would have allowed for Email notice and service. Securely was another option I considered perand I considered. For people with smaller offices or not a lot of staff I would think that security leave is invaluable.	6/15/2021 7:25 PM
165	I think 4 weeks would be more reasonable. And I think it would be ideal if attorneys are able to gain protection for parts of a week.	6/15/2021 7:00 PM
166	We are required to have mental health CLEs about taking time off and detaching from your practice, that lawyers have the worst substance abuse problems, high divorce rates and that litigators (especially family law attorneys) have too much stress. Then it is the bar's explicit plan to only allow them 2 weeks of uninterrupted vacation. Why do you think lawyers as a whole are all screwed up. 1 hour of meditating at a CLE or being lectured to take more time for yourself does not cure the fact that everything the bar through their CLEs preaches about work life balance is purely lip service. It was cute that the survey mentioned using secured leave for anything other then a well thought out vacation more then 3 months out. Wedding- yeah I will take secured leave for a week for a friend's wedding to take 1-2 days off. No thank you. For a religious observation are you kidding me a week off for a one or two day holiday. Doing the recommended pro bono work from the bar, sure that will get me Taking a week of secured leave to do a 1-2 day CLE no way. I just have to hope and pray the judge will be understanding I will be lecturing at the family law bar statewide conference. Yes I have had to come back from vacation for a hearing just to turn around and go back. I know many people who have had to do this. Why on Earth do you have to give 90 days notice? Is it not sufficient to get secured leave so long as you are not currently set for trial? You only get 2 full weeks. You can't avoid a whole 3 week calendar. It is just a bureaucratic nightmare. No other profession has this kind of draconian vacation policy. At least judge's get 3 weeks, but even that policy is idiotic.	6/15/2021 6:53 PM
167	The process was frustrating and upsetting when I was trying to take secured leave during my maternity leave. The amount of time was not adequate. We should get leave that corresponds with the length of parental leave. I was basically told that if I was calendared for oral argument after the short period allowed, I had to appear.	6/15/2021 6:28 PM
168	the time for advance notice should be reduced from 90 days to 60 days (or less), so long as certify that no court is scheduled during the time designated.	6/15/2021 6:17 PM
169	it is not realistic for us to plan our vacations 90 days out. Why isnt 30 enough if we are not asking to change any hearing dates??	6/15/2021 5:37 PM
170	90 days is far, far too long to file for secure leave. It it entirely unjust that the current secure leave rule requires attorneys such a large period of advance notice when, by contrast, courts only have to give us a few weeks of notice when they schedule oral argument. This is ridiculous! Because of the complexity of life and trip planning, I plan trips closer to travel time than the 90 days that the current rule requires. Too often, I have had to roll the dice and plan a trip, hoping I don't get a hearing called because I was unable to schedule my trip 91 days before the date of the trip (assuming the 91 days is within the "calendar week" the rule requires).	6/15/2021 5:06 PM

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171	There should be less of a notice requirement for secured leave because life often isn't planned. I had requested secure leave with the birth of my first child and then scrambled because he was born prematurely.	6/15/2021 4:08 PM
172	Attorney's/Opposing counsel's understanding of boundaries when using cellphones always seems to impact quality of secured leave.	6/15/2021 3:54 PM
173	The main thing I would say is that when you are having a baby you often have no idea exactly when the baby will arrive, and that makes it hard to designate your period of secured leave under the current rules. My son came two and a half weeks early, so my leave was designated way late in that sense. Also, it would be great to be able to take partial weeks of leave rather than have to use a full week. I often do not need a full week for vacation but would like partial weeks. This is helpful for NCIC practitioners who want to ensure that they will not be scheduled for hearing on one or two particular days but don't need a whole week.	6/15/2021 3:40 PM
174	We should be able to regulate our own time and how much time we wish or need to take off in a given year. Three weeks is inadequate and 90 days notice is simply undoable in most circumstances.	6/15/2021 3:32 PM
175	Secured leave is the tip of the iceberg. If only this issue is addressed without also addressing the bench's policies and goals on case aging, and even the notion that a judge should be allowed to try a case that s/he is not familiar with, then there is no point in addressing secure leave at all. I think our trial courts and the lawyers who appear before those courts would be well-served by doing away with county-based case aging statistics tracking and instead shifting to judge based statistics tracking based upon how the attorneys feel the case was adequately addressed on the merits, with time allotted for lawyers to have time to take time off and prepare the case. All cases should be tracked with one judge from start to finish. If you do this, there will be no need for secure leave, and no need for local rules, many of which are draconian in nature.	6/15/2021 3:26 PM
176	The 90 day time period is too restrictive. Attorneys need to have more flexibility. Plans can change. Also, I think 3 weeks is also way too restrictive. An attorney should be able to take more free time if possible. If attorneys were required or encouraged to take more time off, even spreading it out throughout the year, I think there would be less depression, unhappiness, stress and overall dissatisfaction with the practice of law that I often see. I have been in practice for over 24 years and I make sure I have a work/personal life balance. I have a very busy practice but I recognize the need to step back occasionally and recharge my batteries.	6/15/2021 3:11 PM
177	I don't often take one week vacations (may once a year). Would greatly prefer secured leave to be 15 business days I could use as I see fit, rather than one week blocks to allow for shorter vacations, spread out through the year. Also, a 60 day deadline to file for one week blocks. And, thirty days for lesser amounts of time which would allow for minimally planned short "long weekend" vacations, with the caveat these shorter declarations not be used when hearings are already scheduled.	6/15/2021 3:00 PM
178	the notice requirement needs to be shortened. Also, prosecutors should be required to file for leave with the same guidelines as defense attorneys with both the senior resident judge and chief district court judge.	6/15/2021 2:50 PM
179	Thank you for studying this and making changes to improve our mental health and ability to enjoy our work life (when we're actually working)!	6/15/2021 2:30 PM
180	Prosecutors should be subject to the same standards as other attorneys regarding vacation and secured leave.	6/15/2021 2:22 PM
181	It is very difficult for me to schedule secured leave 90 days out. I take 100+ depositions a year, and they are frequently difficult to schedule, especially when there are multiple lawyers involved in a case. Combining that with the various scheduling conflicts my wife and children often have, 90 days often seems a very long ways away. More times than not I end up getting away when a trial settles without the benefit of secured leave, but this leaves me with the risk of something coming up that interferes with my intended time off.	6/15/2021 2:12 PM
182	Secured is wonderful and I'm thankful for it. I understand it being Sunday to Saturday for one week. It would be nice to have more than 3 weeks each year and particularly after a birth. Would be nice to only require 60 day notice if there is no case set.	6/15/2021 2:00 PM
183	Sometimes we need to designate a Monday or a Friday only for secured leave so that we can have a weekend and travel time to be with family. Currently, you have to designate the whole	6/15/2021 1:43 PM

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week which makes little sense to me.

184	The Secure Leave policy penalizes persons who can't plan far in advance or who take vacations on schedules other than a M-F basis.	6/15/2021 1:42 PM
185	Help us to be better lawyers and better serve our clients.	6/15/2021 1:36 PM
186	N/A	6/15/2021 1:32 PM
187	I don't understand why District Attorneys are not required to file secured leave. They are regular litigants. It's extremely unfair for a defense attorney to make plans and show up for court only to be told the ADA is on vacation that week. I don't understand why they are treated differently from other attorneys. Also, give the travel and other restrictions for COVID it's impossible to predict 90 days in advance if you will actually be able to travel or whatever, a person could designate all their time and get to use none of it.	6/15/2021 1:17 PM
188	The time period allowed for maternity leave needs to be re-addressed. While it has been several years since I took maternity leave, it wasn't enough time for me to recover from a c-section procedure. Unacceptable.	6/15/2021 1:14 PM
189	Maternal/Paternal leave is incredibly important, should be in addition to other secured leave. Attorneys with this stressful practice should be able to take 4-5 weeks secured per year and give 2 months notice unless superior court trials set.	6/15/2021 1:07 PM
190	Make it easier! Let people take less than a week at a time. Why 90 days notice - nothing requires 90 days notice in 2021	6/15/2021 12:55 PM
191	there needs to be a state-wide database. Requiring mailing to every county with open cases is incredibly difficult and burdensome	6/15/2021 11:58 AM
192	The current rules are unworkable for any District Court practitioner as there is never a time when something is not already scheduled and 90 days is ridiculous when most of us are not sure what we are having for lunch today. How can we be expected to know what will happen more than three months from now?	6/15/2021 11:51 AM
193	I wish the Bar would do a survey on racial bias.	6/15/2021 11:48 AM
194	Thank you for taking the time to consider this issue! I would like to see secured leave expanded to the Industrial Commission and other administrative agencies.	6/15/2021 11:48 AM
195	Mental health is a huge problem in our profession. Allowing more secured leave (and making it less onerous) not only allows people to unplug more easily and often, but also sends the message that it is important to do so.	6/15/2021 11:46 AM
196	The idea of secured leave before administrative agencies is intriguing but will require exceptional effort to make it workable. Many of our agencies' statutes have mandatory deadlines for which missing them triggers other actions such as automatic grant of permits. Agencies are many and diffuse. If you are going to consider this, I would 1st recommend establishing which administrative agencies already provide secured leave and a handy chart for agencies available and easily searchable on the NCSB website that shows which agencies offer it, for what, and how to request it. Does the State Bar have authority to require agencies to implement secured leave? I doubt it. Which would mean each agency would have to adopt rules & let me tell you there's no chance the small agencies would have the capacity and resources to do that on top of their current overwhelming workloads. The low-hanging fruit would be formal hearings before agency hearing officers who are attorneys - the IC, the Utils Commn, ESD. Next easiest would be to go for the occupational licensing boards. You would have to consider asking the Gen Assembly for a rule suspending or belaying statutory deadlines. This is ultimately a great but exceptionally complex idea.	6/15/2021 11:46 AM
197	I would prefer to be able to secure a day here or there. I may not always need a full week, and allowing a person to take piecemeal days will help with important family events.	6/15/2021 11:22 AM
198	Covid has put undue stress on attorneys who remained in office. With the ease of covid requirements, some of us need to refresh.	6/15/2021 11:03 AM
199	Secured leave is an outdated system that requires lawyers to file secured leave anytime they have any alternative commitment outside a given case in order to avoid being pulled into court on a conflicting date. What results is a scheduling nightmare where lawyers attempt to manage opposing attorney's schedules in addition to their own. Lawyers no longer work in one county,	6/15/2021 11:00 AM

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one jurisdiction or one state. The state would be far better off scrapping the secured leave system and promoting civility and orderliness by requiring attorneys to mutually schedule any and all dates.

200	I've never been clear if I need to use secured leave in order to perform Navy Reserve duties. It certainly is not a vacation. It is also often impossible to know 90 days in advance when I will serving. Sometimes military duties are short-fused. It would be good to be able to designate periods of time that are related to military duties that do not count against the three weeks of secured leave.	6/15/2021 10:59 AM
201	90 day notice is nearly impossible to meet. Litigation attorneys rarely are able to schedule time off so far in advance.	6/15/2021 10:58 AM
202	Thank you! Revising this area is long overdue. In the field of criminal law, the volume of cases is high, and new cases are being added to an attorney's workload all the time. Without secured leave, some of us would never be able to take a vacation. Hopefully the rules can be modified and still remain fair to all sides. Thank you for your efforts!	6/15/2021 10:53 AM
203	I wish there was a way that you could search what days attorneys have secured if you are not already in a case with that person and you may come into a case with him or her.	6/15/2021 10:49 AM
204	the practice og law in this day and age is very stressful and the limitations are too restricted.	6/15/2021 10:47 AM
205	I was forced back into court during a secured leave period. Elther its a secured leave or its not.	6/15/2021 10:46 AM
206	we need at least 4 weeks at a minimum. We need extra time for the birth of a child or a grandchild. I am too old to have children, however, I need time to keep grandchildren when another is born.	6/15/2021 10:46 AM
207	The current policy unfairly discriminates against solo attorneys. We have to use up an entire week just to get one day off. Where there are two or more attorneys, one can relieve for the absent attorney, without the absent attorney having to use his secure leave time for less than a week.	6/15/2021 10:40 AM
208	Attorneys should have separate and additional secured leave for CLEs and medical appointments. Our jobs are so high stress we need 3 weeks of vacation time which is truly uncivilized compared to other countries and we should not have to use secured leave for medical exams and mandatory professional education. I am currently in the middle of a week of secured leave and I have scheduled 6 medical and dental appointments throughout the week because this is how I knew I could get them done without the total stress of knowing I may be caught in court and have to reschedule an appointment I have waited 3 months for. I have seen a chief district court judge make a work colleague try a case on a Friday even though the attorney has paid for a very expensive CLE. I think we should be entitled to at least 1 additional week for medical appointments and professional education.	6/15/2021 10:10 AM
209	Secured leave should be 45- 60 days in advance not 90. We shouldn't need to use secured leave for CLEs. FMLA should have a separate secured leave policy. Additionally I should be able to take less than 7 days at a time.	6/15/2021 10:03 AM
210	Secured leave is a very relevant factor in determining if and when to have children. It does not currently allow enough time for parenting.	6/15/2021 10:01 AM
211	just drop the amount of time you can take in a year. keep the secured leave apparatus in place, but let attorneys do that as much as they want...they are doing that anyway now	6/15/2021 9:59 AM
212	Attorney burn out is real. Secured leave is sacred time needed to allow attorneys to continue to do important work. More than 3 weeks should be allowed. Breaking up days should be allowed, not the mandated Mon-Fri, to give more flexibility and maximize use. Additional longer secure leave should be given as parental leave, birth, care for family time.	6/15/2021 9:55 AM
213	Secure Leave should be part of a larger focus on work-life balance and support for attorneys and legal staff	6/15/2021 9:50 AM
214	Please change th period from Sunday to Saturday to a flexible one and shorten the required notice period.	6/15/2021 9:27 AM
215	Attorneys have wished it had more flexibility. Many attorneys do not take advantage of it. I have never had to based on where I work(ed).	6/15/2021 9:24 AM

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216	Secure Leave is necessary and I have observed that older men are the ones that do not respect when a woman is on leave following the birth of a child. I have now experienced it 3 times.	6/15/2021 9:16 AM
217	I own my business, been practicing for 28 years and I have to jump through hoops to make sure I can take my family on vacation. Absurd, treated like children.	6/15/2021 9:08 AM
218	I'm not sure what secure leave is or what it is used for.	6/15/2021 8:47 AM
219	Briefly, my one complaint regarding secured leave is that it is treated by District Attorneys and judges as a designation of a complete separation from the practice of law. In rural NC, where a lawyer must engage with clients from numerous counties to make a living, sometimes secured leave is necessary to catch up on administrative, or document drafting duties. If you file for secured leave, and another DA or judge sees you working on other projects, when you would normally be in their courtroom, it is not rare to be admonished by them. I believe that this perception ought to change, as it can be devastating to one's mental health to be expected to not work at all during a period of secured leave.	6/15/2021 5:49 AM
220	Abolishing the Saturday to Sunday rule and extending the amount of time from three weeks to six weeks per year	6/15/2021 5:38 AM
221	See prior comments	6/14/2021 9:44 PM
222	We really need more than the 3 weeks. Just not enough time to "check out " which I seem to need more and more to keep my sanity with the workload	6/14/2021 8:05 PM
223	The new online case management system should provide a method of submitting and tracking secured leave.	6/14/2021 7:50 PM
224	It should extend to DMV hearings.	6/14/2021 6:48 PM
225	Secured leave needs to be expanded, and the system MUST be fully automated, so that an attorney can enter the data into an online-system which then emails any cases in which the attorney is listed as counsel, including advising the clerk and all other counsel in the case. The amount of time should be expanded to at least six weeks, and there should be an additional four weeks added for mothers for maternity and an additional (at least) two weeks for paternity leave for fathers.	6/14/2021 6:43 PM
226	the 90 day notice is difficult for parents who have to share custody with another parent. Many times there has to be some discussion between the parents to determine vacation times and if one parent is being difficult, it is hard to meet the deadline. the current rule does not consider the possibility that circumstances change which do not allow for 90 days notice. There needs to be some flexibility to allow for last minute leave. Everyone is saying mental health is important and secured leave helps mental health. The rules should allow for leave without 90 days notice. I believe 2 weeks notice is sufficient so long as it does not interfere with an upcoming court case, hearing etc. If the bar is serious about mental health issues in the profession, the bar would encourage a minimum of 4 weeks of leave and a reduced notification period.	6/14/2021 6:28 PM
227	Electronic forms and submission in ONE location would be helpful	6/14/2021 6:21 PM
228	Provide 4 weeks per year. Eliminate the service of secured leave notices on the DA's, COC, etc. Create a centralized clearinghouse for notices to be filed. District Attorneys use notices of secured leave to schedule cases the week after secured leave to disrupt secured leaves.	6/14/2021 6:18 PM
229	The 1 week at a time is not strictly followed in all places. If I want to take off 1 day for my birthday (for example) I can. If I want to take off a long weekend as in Friday and Monday I can do so. I count 15 days, not 3 weeks. Why should I have to take off 1 week if I only want to off 1??	6/14/2021 4:59 PM
230	We need more leave periods and less time constraints on filing for leave.	6/14/2021 4:35 PM
231	The State holds too much unfettered power in calendaring authority. No prosecutor or judge for that matter have ever worries about vacations, family times, or even funerals.	6/14/2021 4:09 PM
232	We should be permitted a number of days that does not require Sunday to Saturday in blocks of five (to avoid someone taking a single day) but permit a Wednesday to Tuesday vacation, which now you would have to use two full weeks to secure.	6/14/2021 3:59 PM
233	Please create a one-place online portal for filing secured leave requests, so that we do not	6/14/2021 3:51 PM

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have to send them to each county D.A. and trial court administrator, and hope that those places receive them and file them.

234	It would be convenient to process this request online with about 30 days' notice. It is unreasonable to ask that attorneys know their schedule 90 days in advance and notice each county of which they have a case. We will likely obtain new cases within that time period as well.	6/14/2021 3:27 PM
235	There has to be a better policy for those attorneys who cannot or choose not, to take an entire week off. As well there has to be room for last minute trips/vacations that may pop up within the 90 day notice period.	6/14/2021 3:23 PM
236	None	6/14/2021 3:07 PM
237	A secure leave registry for all state and federal court in NC should be utilized to centralize process. The registry can then be referenced in and by the active cases.	6/14/2021 2:57 PM
238	Seems about right to me.	6/14/2021 2:53 PM
239	Since District Attorneys have the calendaring power, and can set trial dates out as far in advance as their imaginations permit, the 90 day rule needs to be modified to permit attorneys to modify their planning and have a method of working around calendaring when the have not been consulted on scheduling.	6/14/2021 2:49 PM
240	I believe attorneys use the secure leave period in a responsible and respectful manner. I wish it were possible to request a longer leave period than currently authorized.	6/14/2021 2:48 PM
241	being forced to take secured leave only monday to friday is ridiculous. if i take a vacation that leaves on a wed, i am forced to bum secured leave for 2 days in a week that i do not need it. also, i may need just ONE day for medical or a personal reason that i should be able to be granted	6/14/2021 2:44 PM
242	If attorneys have to take secure leave for CLEs or other trainings -- we may have virtually no secure leave left for actual time away from the office and/or to take care of our families. Further, I think it is unreasonable to think that most attorneys know at least 90 days out when we might want or need to take secure leave. It would be great if there was an online database to check to confirm an attorney's secure leave period, if any, versus having to contact each clerk's office.	6/14/2021 2:25 PM
243	The timeline for submitting it should shortened to 75 days.	6/14/2021 2:12 PM
244	Shorten the 90-day requirement of advance designation.	6/14/2021 2:04 PM
245	Time for advance notice should be reduced to 60 days. A total of 15-20 days should be allowed but time frames of less or more than 5 working days should also be allowed, totaling no more than the total # of days allowed.	6/14/2021 1:51 PM
246	The advance notice time is much too long.	6/14/2021 1:38 PM
247	Ideally, we could move this process to online and allow notice to be given by email or through an internal system that would also notify clerks of court, etc. A central digital registration that any Judge or Clerk could access.	6/14/2021 1:34 PM
248	You can't necessarily predict when a baby is going to arrive to request secured leave with any kind of precision.	6/14/2021 1:34 PM
249	It would be nice to have shorter periods of leave in addition to the 3 week long periods of leave and it would be extremely helpful for the secure leave to be allowed to be taken other than just Sunday-Saturday.	6/14/2021 1:30 PM
250	I believe that for solo practitioners especially the current leave limitations are especially harmful. For instance, secured leave does not extend deadlines for filing, only deadlines for appearances in court.	6/14/2021 1:28 PM
251	Improvements could be made with filing Secure Leave, such as one uniform filing with the North Carolina Judicial Branch via https://www.nccourts.gov . Also the timing should permit an exception or alternative procedure to the 90 days as sometimes leave cannot be decided that far in advance. An alternative procedure for 90-45 days out with certain requirements, such as accompanied by party consent, etc.	6/14/2021 1:26 PM

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252	The notice provision difficult to work for a small firm or a solo practitioner.	6/14/2021 1:13 PM
253	way to take single day off with out advance notice. the right to excuse out clients from criminal sessions when we have secured leave more education to judges that secured leave is critical to attorney mental health	6/14/2021 1:11 PM
254	If anything, extend the amount of time allowed to 4 weeks.	6/14/2021 1:10 PM
255	None	6/14/2021 1:09 PM
256	eliminating requirement that every attorney who you have an open claim with has to be notified. Also, making request process available to be done online.	6/14/2021 1:09 PM
257	Secured leave does more than help lawyers- it also helps that lawyer's clients feel confident that they won't be penalized if the lawyer is out of work.	6/14/2021 1:04 PM
258	Please continue providing secured leave and consider adding an extra week.	6/14/2021 1:03 PM
259	Sometimes secured leave plans have to be modified at the last minute or abandoned altogether (like a storm at the coast, for example) and clarity about the procedure in such circumstances would also be great.	6/14/2021 1:02 PM
260	Attorneys waste money and paper sending secure leave notices by first class mail; the number of notices required for a litigation attorney is burdensome.	6/14/2021 12:59 PM
261	Should be easier to take secured leave.	6/14/2021 12:54 PM
262	Anything done to expand secured leave would be great!	6/14/2021 12:52 PM
263	Sometimes I don't need an entire week, we should have the options to "carve out" specific days with an advanced notice requirement to prevent potential abuse. For example, "long weekends" Thursday-Sunday. I also think the secured leave designation should be increased to a total of 30 days.	6/14/2021 12:52 PM
264	Secure Leave is a benevolent idea, but the very long lead time for notice is nuts. The only thing that I would plan four months out would be a once-in-a-lifetime vacation trip. Usually, people need time out on an emergency basis, and in the spirit of collegiality, I just try to exercise charity and compassion when those situations arise for others, and I hope that others will reciprocate. Most do, but recently I have been confronted with some unbelievably mean-spirited "objections" to my requests for extra time on some things, and very little protection from the courts.	6/14/2021 12:51 PM
265	I think you should be able to take secured leave a maximum number of days each year with only 30 days notice.	6/14/2021 12:50 PM
266	The secured leave rules make taking appropriate time off almost impossible. A family cannot plan 90+ days in advance in time to actually secure leave, and the notice requirements are onerous at best when you have to notify every, single, individual county court and every, single, individual attorney. It is so prohibitive that I almost never take more than a few days of unsecured leave from my practice at a time.	6/14/2021 12:49 PM
267	Our jobs have gotten much more stressful with much less downtime over the past 20 years. COVID has reminded many of us what it is like to have have a normal life again. We need some more time away	6/14/2021 12:47 PM
268	Supplementing my above comment: given the complexity of personal and other responsibilities handled by virtually all Bar members, it seems anomalous to allow only 3 discrete periods in a 52-week span to be protected from court appearance duties: often the absence may be required for less than a week, but if the maximum designations have already been made (with possible over-designation in those weeks if only partial weeks were deemed secure-leave), the attorney lacks protection despite good faith efforts to meet his or her professional or personal responsibilities. In addition, requiring a 90 day advance designation is simply not realistic in the context of the attorney's personal and family responsibilities, where the serious illness of a child or parent, for example, may require immediate absence from professional duties. A more flexible system, which factors in attorneys' manifold personal responsibilities, will better serve the needs of the Bar, in my opinion.	6/14/2021 12:44 PM
269	3 weeks per year is insufficient, 6 weeks would allow 2 week intervals.	6/14/2021 12:42 PM
270	Please enlarge the time for secured leave total time available as well as reducing the 90 day	6/14/2021 12:42 PM

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requirement. I believe it is critical to maintaining the profession and high quality of work/time investment that this profession requires.

271	It is often difficult to know 90 days in advance that you will need secure leave. I feel that the timeframe should be shorter as long as you certify that your known court obligations are covered for that there is no pending urgent obligation	6/14/2021 12:40 PM
272	It would be wonderful is the secure leave policy could be more inclusive of those who are either going treatment (example cancer treatments) or those supporting family members going through treatment. These treatments are often only 1 or 2 days out a week and it would be really helpful to be able to designate leave for those day.	6/14/2021 12:39 PM
273	Please see above. The concept of needing "secured leave" is ridiculous. All cases and motions should be scheduled to accommodate everyone's schedule. The idea that an attorney needs a special designation, other than professional courtesy, to enjoy a vacation or personal event is insulting to the bar.	6/14/2021 12:37 PM
274	I am grateful for the secure leave available in state court and it would be wonderful if federal court would follow suit.	6/14/2021 12:35 PM
275	What's wrong with it? This looks more like NC Bar Assoc survey	6/14/2021 12:32 PM
276	Secure Leave is very important to me, and something that I value about practicing in North Carolina. I am aware of one other state that does not offer secure leave. It would be nice to have an electronic secure leave database where lawyers from throughout the state could give notice of secure leave rather than have to spend the money on copies and postage to send out notices. That would simplify the process, too.	6/14/2021 12:31 PM
277	Opposing counsel should be prevented from taking advantage of an attorney's need for maternity leave, FMLA, or need for ADA accommodations. There needs to be a process for statutes of limitations and deadlines to be stayed in light of these circumstances, and for ADA accommodations to be made for depositions.	6/14/2021 12:29 PM
278	Amount of advanced notice required is the biggest problem for me.	6/14/2021 12:28 PM
279	The notification/serving procedures. I have a multi-country practice, and it can be cumbersome to serve the secure leave designation on all of them, and it is a rather time consuming situation (takes about 3 hours total to get everything done, mailed, clocked, and served between Clerk and DA. It would be optimal to have a database for notice purposes. Or if it could be done electronically and we either email them or if a database, then we could tag the relevant counties/state agencies, etc.	6/14/2021 12:28 PM
280	For criminal defense attorneys, Require that the DAs office have an affirmative duty to diligently continue the Attorneys cases. At least once every secure, I have a client who's case was missed or overlooked on a plainly listed docket sent to the DAs office in advance.	6/14/2021 12:27 PM
281	None	6/14/2021 12:26 PM
282	I opened my own office which was very difficult at the time because I wanted to have children and knew that I might need to keep them at the office or would need very flexible hours. Unfortunately, I was unable to have children, but I was able to allow my paralegals flexibility. Secured leave is an especially important issue for women in the profession.	6/14/2021 12:26 PM
283	I do believe secure leave is a good idea, mostly because of the scheduling practices of the larger counties and the practices of the TCA's and TCC's in those counties. Not very respectful of lawyers, their schedules and of the difficulties in litigating in multiple counties.	6/14/2021 12:25 PM
284	Please expand the number of secured leave periods and the requirement each period be taken as an entire week. It is stressful enough being an attorney, let alone have to worry about carefully planning any time away with only 3 weeks available.	6/14/2021 12:24 PM
285	90 days is a very long amount of advanced notice time when secure leave should be available and provided for short-term and medium-term emergent situations. It's an issue of equity for attorneys who don't have a financial safety net or stable personal network to fall back on. Courts already schedule hearings without regard for necessary notice and discovery time for the parties as it is.	6/14/2021 12:24 PM
286	I've never happened to use it, as I do a mix of litigation, policy work, and general problem solving and have always been able to schedule around my personal and household needs	6/14/2021 12:24 PM

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without family leave. Courts have been reasonable with me, and my office has a generous policy in terms of leave and flexible hours. However, I understand that secure leave is an essential lifeline for many attorneys. I hope it is protected for those who need it.

287	As long as prosecutors have complete trial docket control, secured leave is essential for criminal defense attorneys to maintain their sanity in an already stressful profession.	6/14/2021 12:23 PM
288	Attorneys should be able to break up secured leave periods into smaller than one-week increments (e.g., "long weekends," tacking onto holidays, etc.	6/14/2021 12:22 PM
289	It would be awesome to have secure leave in federal court, WDNC.	6/14/2021 12:22 PM
290	It is a huge pain to submit secured leave. Most lawyers I know don't bother. I have done it and decided it is worth it, especially when my daughter was born just after the childbirth provisions were added. However, my firm does not have much in the way support staff, and during some periods where I was submitting secured leave I had cases in at least five judicial districts (due to transferring between two rural offices within my firm). That is a lot of notices to mail out to a lot of chief district court judge's offices. Plus, some districts have local practices that require you to mail the notice to counsel in every case. That is just a lot of paper and envelopes.	6/14/2021 12:22 PM
291	Attorneys should be entitled to at least 4 weeks of secured leave during a calendar year. And the unused portion should be allowed to roll over to the following calendar year.	6/14/2021 12:21 PM
292	I think providing attorneys the opportunity to have secured leave is an important and valuable need for attorneys. Families, in particular, who are adding a newborn to their family need to have the secured time to ensure that the matters that they're handling are being done in appropriate manner.	6/14/2021 12:21 PM
293	I think the biggest change should be the required full week designation. Lawyers need more flexibility in taking a few days at a time to taking a week starting on a Wednesday, for example.	6/14/2021 12:21 PM
294	Secured leave timing and quantity should be up to lawyer. If abuses happen, the State Bar could investigate and make sure large leave time is justified/needed.	6/14/2021 12:19 PM
295	An online submission form would be great and a more condensed notification period would be preferable	6/14/2021 12:18 PM
296	N/A	6/14/2021 12:18 PM
297	I think with the pace of the private law practice, three weeks is not enough time. We are constantly told that a weeks vacation is not long enough to start to decompress from the job that we do.	6/14/2021 12:18 PM
298	The three week limit is really much less as I have to use up a week after any leave period to avoid having depositions or trials that I have to be ready for the Monday after a vacation.	6/14/2021 12:18 PM
299	Secured leave is critical. Don't overthink it. If people take advantage, deal with those people. Don't get rid of secured leave.	6/14/2021 12:17 PM
300	Secured leave of non-lead counsel should not affect pre-trial proceedings where multiple lawyers representing the same party.	6/14/2021 12:16 PM
301	Increase it to 4 weeks, reduce the notice from 90 days to 60 days or less, remove the Sunday to Saturday and give the punishment teeth for abusing it so we can reap the benefits without abuses	6/14/2021 12:15 PM
302	The 90 day notice is especially hard to comply with in the office of administrative hearings. Even if you have designated the leave 90 days ahead of time, a new case in OAH could start (often does start) within that 90 day period and they won't approve leave if OAH was notified 90 days ahead of time	6/14/2021 12:15 PM
303	There just needs to be more flexibility to take less than a week at times, more than a week at other times and to allow attorneys to take secured leave within 90 days if he/she certifies he/she has no scheduled court/mediation/deposition/etc. Maternity leave or family leave should be separate and apart from normal secured leave to allow for a more appropriate amount of time off given the particular situation.	6/14/2021 12:15 PM
304	It would be nice if federal courts recognized secure leave. It would also be nice to ditch the Sunday-to-Sunday, as I often have very important long weekends - a wedding for example,	6/14/2021 12:14 PM

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where I might be out of town 4 days, but required to use two weeks' of protected leave to ensure nothing is scheduled.

305	li	6/14/2021 12:12 PM
306	Secure leave should be a max of 4 full weeks per year. You should be able to divide those up and not required to take full weeks. The notice period should be reduced to 60 days. We should be able to serve all parties by email and not have to mail hard copies to everyone except the clerks.	6/14/2021 12:12 PM
307	My practice is very flexible so I don't necessarily need to go through the motions of applying for secured leave. But, I agree secured leave is extremely important, both for vacations and maternity. I also think the Bar should consider a secured leave sabbatical option for 3 months every 10 years.	6/14/2021 12:11 PM
308	The 90-day rule is too much. Life often doesn't give you that much leeway Should be 45 days	6/14/2021 12:11 PM
309	Consider including extended paternity leave for fathers. Much like women, more time to adjust to life with a baby is always better.	6/14/2021 12:11 PM
310	We need more secured leave, we need the ability to designate less than a full week, and we need flexibility to not have to plan our lives more than 90 days in advance!	6/14/2021 12:10 PM
311	I wish we had a set number of days for secured leave by the rules (i.e. 15 or 20 business days) and they do not have to be a Sunday to Saturday week. Also, I think 60 days' notice is sufficient for state court.	6/14/2021 12:10 PM
312	the advance notice requirement is too onerous.	6/14/2021 12:09 PM
313	Perhaps I'm in the minority, but it is often difficult to plan for leave 90 days out. As long as there are no trials, hearings, other calendared events, a shorter time period should be allowed.	6/14/2021 12:09 PM
314	As a sole practitioner, secured leave is the only way that I can unplug and step away from work. It is critical and really important. I think we need more secured leave time, for example, when I had a baby, I could only take 3 weeks of secured leave. I should have been able to designate more time. Service of notice of deposition and/or discovery and/or other motions should be tolled during secured leave (this is really important).	6/14/2021 12:09 PM
315	N/a	6/14/2021 12:08 PM
316	Secure leave is very important to the legal practice for men and women. It is especially useful for lawyers who are solo or in smaller firms or for government lawyers who have no backup on their cases.	6/14/2021 12:08 PM
317	This is an important issue. Thank you for considering potential improvements to the system.	6/14/2021 12:07 PM
318	I think the biggest issue is the excessive advance notice requirement.	6/14/2021 12:07 PM
319	I wish that the secured parental leave procedures were around when we had our children, and I think that this was a fantastic development to allow for lawyers to be actual human beings.	6/14/2021 12:06 PM
320	We need more secured leave for our mental well-being	6/14/2021 12:06 PM
321	Create a universal form that can be adopted by state courts/local courts/NCIC and filed in a central location.	6/11/2021 5:34 PM
322	Four weeks of leave a year would be an improvement.	6/8/2021 1:58 PM
323	The courts' six month trial calendars greatly interfere with secure leave. Technically, if you have a case on a calendar then you can't consider taking a vacation. Also, not all judges follow secure leave if you work in a large firm.	6/8/2021 10:59 AM
324	We are required to take mental health and substance abuse CLE's because of the documented data on attorney's have trouble with these issues. Most litigators like me end up working at least in some while on vacation. 3 weeks of secured leave is not enough.	6/8/2021 9:58 AM
325	As stated above, a centralized database with online registration would be great, and more than 3 weeks should be allowed.	6/7/2021 8:57 PM
326	Most important is making secure leave available for new parents -- especially women -- who may be on maternity leave and should be entitled to remain lead counsel on their matters and	6/7/2021 4:30 PM

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try their own cases without needing to worry about having their hours or responsibilities shifted to another attorney.

327	making sure judges understand the importance of secured leave and not forcing parties on secured leave to do things during the approved leave, once it has been approved.	6/7/2021 2:26 PM
328	The secured leave continues to be a way to keep attorneys from being able to take vacations and time away from work because it was not timely filed, rather than a way to actually enable attorneys to get more leave. I am not a fan of the secured leave provisions. Plus, given that I practice in so many different venues it is irrelevant if I am not in civil court, because there is federal court, admin hearings, and other events that make it useless, except for a judge to deny a legitimate request for a continuance because a formal secured leave notice was not filed.	6/7/2021 1:52 PM
329	Reduce the notice time	6/7/2021 1:06 PM
330	I would much prefer not having to give 90 days notice. Particularly during COVID, travel restrictions and guidelines have changed frequently, meaning there may not be time to get your trip lined up and get secured leave depending on changing restrictions.	6/7/2021 12:42 PM
331	The 90 day advance notice is difficult to work with because of the advanced planning required.	6/7/2021 11:53 AM
332	90 days in advance is not always very convenient. Much of my family's vacations are planned less than 90 days in advance when a trial or matter settles, etc.	6/7/2021 10:36 AM
333	Some courts assign trial dates 8 to 10 months in advance (e.g., right after a defendant files the Answer to the Complaint). When this happens, the attorney cannot obtain secure leave. I recommend the NC State Bar reaching out to local trial court administrators and requesting that they allow more flexibility. An attorney should not be prohibited from obtaining secure leave when a TCA schedules a trial 10 months in advance. When this happens, the courts a sending mixed messages on mental health. Thanks for doing the survey!!!	6/7/2021 10:22 AM
334	I think we should be allowed at least 4 weeks, and we should be allowed 60 days advanced notice.	6/7/2021 9:45 AM
335	I do think that the circumstances of family planning, miscarriage, infertility treatments, and pregnancy/delivery of a baby are things that cannot be planned, and are very private, and there should be some procedure in place for secured leave exceptions within 90 days with an appropriate medical excuse.	6/7/2021 9:22 AM
336	Especially for older attorneys who tend to take more vacation time,, six weeks of secure leave would be wonderful,	6/7/2021 9:21 AM
337	Allowing secure leave in 2 day increments would make the leave more useful. Whole week increments is a gendered relic of a time when the lawyer was the sole breadwinner and took his family to the beach for a week.	6/7/2021 9:11 AM
338	Secured leave is important to practitioners. Practicing law is demanding; time away is important. Securing leave should be easy and freely granted. If the attorney feels as though they can take time away (which is rare based upon the demands); let it be easy for them to obtain leave.	6/7/2021 9:07 AM
339	I'd like to see a little more flexibility in the rules, including being able to block off a portion of a week.	6/7/2021 9:04 AM
340	For lawyers practicing in multiple counties, it is difficult to make the necessary filings. A lawyer should be able to file in his/her home county and produce a field leave document if necessary in other counties.	6/7/2021 8:56 AM
341	It really needs to be more absolute. Both for the courts as well as opposing counsel.	6/7/2021 8:54 AM
342	More leave periods (with not specific week restriction) should be allowed so that attorneys can take long weekends and not be relegated to predetermined vacations for a calendar week. I believe there should be additional secured leave time allowed, at least four weeks per year-provided the attorney certifies that the requests are not being used to hamper court proceedings. There should not be a requirement of three months advance notice. If an attorney's calendar allows them to take time off, and if they certify they are not trying to hinder the courts, they should be allowed to take last minute secured leave.	6/7/2021 8:49 AM
343	I have never used secure leave. I am a solo practitioner. It would take 2-3 days of just	6/7/2021 8:48 AM

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preparing and mailing secured leave notices to all other attorneys and trial court administrators where I have pending cases. In other words, I would have to spend most of my "vacation time" just doing the administrative work.

344	In the last 2 years, I have had issues with opposing counsel trying to schedule court hearings despite my secure leave, and then argue that another attorney in my office can handle the motion. That is inappropriate on several issues. I know other attorneys have had this issue too. If there is a way to fix it, that would be very helpful.	6/7/2021 8:46 AM
345	As noted earlier, it would be nice to be able to designate specific days for secure leave rather than Sunday to Saturday. There are many vacations/religious observances that do not run Sunday to Saturday and I think it would be much more user friendly to be permitted to specify 15 business days of secured leave rather than 3 weeks of secured leave.	6/7/2021 8:45 AM
346	There should be clearer leave rules for maternity and family leave	6/7/2021 8:41 AM
347	It would be nice if this could be done electronically as it is a large amount of paper that is mailed due to the certificate of service (each attorney and TCA with whom you have a case)	6/7/2021 8:41 AM
348	N/a	6/7/2021 8:40 AM
349	The process is too cumbersome and expensive to send out notices when you have over 50 cases. There should be a central location to provide notices.	6/7/2021 8:40 AM
350	I wish there was a portal for attorneys to access where they could see the secured leave of other attorneys if they entered an attorney's bar number or contact information. It shouldn't be totally public for privacy concerns, but accessible to other counsel. This would hopefully help to keep scheduling issues to arise from previously scheduled secured leave periods.	6/7/2021 8:36 AM
351	Protection of client interests while away on secure leave. More flexibility in using secured leave in smaller increments.	6/5/2021 11:43 AM
352	Consider shortening the advance notice to 60 days, and ensure that other members of your firm cant be called in to cover your case while you are on leave. That defeats the purpose.	6/1/2021 1:47 PM
353	Secure leave should be expanded. Attorneys are more overworked and stressed than ever before. The ability to take time for mental health recharge should be emphasized by the Bar.	6/1/2021 1:33 PM
354	Please allow 20 business days of secured leave. I'd love to be able to take two weeks in a row to travel.	5/27/2021 8:23 PM
355	It is literally impossible to take it for a birth and recovery. It is not conducive to any parent, especially one with active children and a military spouse.	5/27/2021 9:57 AM
356	It is critical to our mental health, quality of life and well being that we obtain more secured leave time. My staff receives more vacation time that I do despite working three times the hours doing extremely stressful work.	5/27/2021 9:49 AM
357	Period to designate leave for shorter periods 1-2 days should be shorter. I.e. 2 days of leave should not be designated 90 days before so long as you aren't conflicting with existing court dates	5/26/2021 9:27 PM
358	3 weeks out of 52 weeks is inadequate. If the State Bar is serious about attorney mental health, then allowing 8 weeks of secure leave would provide attorneys with greater opportunity to escape, re-charge and recuperate. Many attorneys I know are taking a week with their family every other month in an effort to reduce stress in the practice. I don't know what the magic number is or should be, but those attorneys report that schedule of getting away is conducive to lowering their stress levels. 8 weeks of secure leave is only 15% of the year. Should an attorney be allowed shelter and safe harbor for 15% of the year? Doesn't seem excessive to me. Thank you all for looking at this issue and being willing to re-examine it.	5/21/2021 2:17 PM
359	Notice period should be shorter, and allotted time should simply be a total amount of time that can be used throughout the year.	5/11/2021 2:34 PM
360	In our district, the TCA keeps a list and periodically emails it out. This should be sufficient and obviate the need for the mailing of a zillion letters by a zillion lawyers to a zillion lawyers. (Zillion is obviously my word-of-the-day).	5/11/2021 10:32 AM
361	Statewide secure leave filing.	5/11/2021 8:19 AM

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362	More weeks should be available. There needs to be the ability to take 1 to 5 days. I.e. Thursday Friday and the following Monday and Thursday	5/10/2021 1:00 PM
363	Please consider reducing the required 90 days advance notice to something less like 60 days. Thank you.	5/10/2021 12:51 PM
364	There needs to be some central resource for other attorneys and the courts to find out when an attorney has designated secured leave. Many times this information is not shared or available to those who need it.	5/10/2021 11:46 AM